

Fwd: EQ Technologic : Final Selections 2022

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:39 PM
Subject: Fwd: EQ Technologic : Final Selections 2022
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Rustom Taraporevala <Rustom@1eq.com>
Date: Thu, Jul 22, 2021 at 4:40 PM
Subject: RE: EXT: MIT-WPU,Pune: List of interested students_ 2022 batch
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Deepali Hendre <Deepali.Hendre@1eq.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dr. Mali,

Here is our final list.

AMCAT ID	#	firstName	middleName	lastName	gender	dob	emailId	mobileNumber
87850068078067	1	Aniket	Chandrashekhar	Inamdar	Male	2000-07-10	aniket.1020@gmail.com	7588025548
87850068700305	2	Pranav	Nanasaheb	Gawade	Male	2000-06-09	pngawade@mitaoe.ac.in	8380998069
87850068002184	3	Rohit		Anand	Male	1999-02-21	rrohitanand3336@gmail.com	9145935437
87850068115547	4	Khuzema	Zoher	khomosi	Male	1999-12-06	Khomosikhuzema894@gmail.com	8264660512
87850068040928	5	Viren	Vipul	Modi	Male	1998-02-05	modiviren1@gmail.com	7263070700
87850068764809	6	Sumanth		Vullamparthi	Male	2001-03-21	sbenhur2@gmail.com	7620052882
87850068697364	7	Kaustubh	Kishan	Patil	Male	2000-11-26	kkpatil@mitaoe.ac.in	7558288739
S: 850068439370	8	Diksha		Bagdi	Female	2000-05-29	dikshabagdi88@gmail.com	9765100440

Regards,

Rustom

From: Rustom Taraporevala
Sent: 22 July 2021 15:37
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Deepali Hendre <Deepali.Hendre@1eq.com>; MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Pranita Sonavane <Pranita.Sonavane@1eq.com>; Adwait Thakurdas <Adwait.Thakurdas@1eq.com>
Subject: RE: EXT: MIT-WPU,Pune: List of interested students_ 2022 batch

Dr. Mali,

We have selected 6 students. We are still interviewing some more. We expect to be done by late evening. We will update you when the rest are done.

The list is:

#	firstName	middleName	lastName	gender	dob	emailId	mobileNumber
1	Aniket	Chandrashekhar	Inamdar	Male	2000-07-10	aniket.1020@gmail.com	7588025548
2	Pranav	Nanasaheb	Gawade	Male	2000-06-09	pngawade@mitaoe.ac.in	8380998069
3	Rohit		Anand	Male	1999-02-21	rrohitanand3336@gmail.com	9145935437
4	Khuzema	Zoher	khomosi	Male	1999-12-06	Khomosikhuzema894@gmail.com	8264660512
5	Viren	Vipul	Modi	Male	1998-02-05	modiviren1@gmail.com	7263070700
6	Sumanth		Vullamparthi	Male	2001-03-21	sbenhur2@gmail.com	7620052882

Regards,

Rustom





Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology

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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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From: Ashwita Upadhyaya <ashwita.upadhyaya@zs.com>
Date: Fri, Jul 30, 2021 at 9:27 PM
Subject: RE: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
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 Hemant Sir and Anil Sir,

Greetings from ZSI

gave us immense pleasure to conduct campus recruitment event for MIT Pune and Alandi for campus placements 2021-22.

We are glad to announce that we have been able to make **15 full time employment offers** from your esteemed college. Please block these candidates for ZS and they cannot be permitted to be a part of the upcoming process for the 2020-21 placements.

Sr. No.	Role	Full Name	Email ID	Mobile	Graduation School Name	Status
1	BOA	Jay Wamne	jvwamne@mitaoe.ac.in	7378947006	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
2	BOA	Radhika Deshmukh	radhikajd223@gmail.com	7039780124	Maharashtra Institute of Technology	Final interview feedback pending
3	BOA	Monisha Kohli	monisha.kohli02@gmail.com	7065107655	Maharashtra Institute of Technology	Final interview feedback pending
4	BTSA	Aman Agarwal	aman.agarwal150@gmail.com	7738037284	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
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6	BTSA	Prathmesh Salunkhe	pssalunkhe@mitaoe.ac.in	9766134445	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
7	BTSA	Pritesh Ghaywat	pgghaywat@mitaoe.ac.in	8669212159	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
8	BTSA	Ria Sigtia	riasigtia@gmail.com	9130612892	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
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12	BTSA	Mandar Menjoge	mandarmenjoge@gmail.com	9822571021	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
13	BTSA	Prajakta Khamkar	prajaktapk2307@gmail.com	9404935508	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
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17	BTSA	Shriya Upasani	1032180628@mitwpu.edu.in	7045059567	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship

Request you to share the offered candidate details in the enclosed format latest by 6th August '21. I will keep you posted on the feedback pending instances as soon as I hear back from the interviewers.

I also wanted to highlight that Pradnyesh Deo did not solve the case study at the allotted time, and requested for additional time to solve. Upon providing the required support, he still did not solve the case study again (he confirmed over calls he is solving it, but did not) and directly told the interviewer that he did not solve and hence dropped off the process. Additionally, Shubhami Misra also directly informed a senior Manager during the final interview that he is interested in the automotive sector, not ZS, and dropped out of the process. It will be appreciated if the placement team takes strict actions against such students who are not interested in the process. Such candidates hamper the integrity of the entire process and also leads to loss of time for our recruiter and interviewer teams. Please ensure to educate the candidates and weed out such students prior to the interviews to ensure a smooth and efficient process.

We would like to thank you for partnering with us and supporting us throughout the process.

Please feel free to reach out to me in case of any queries.

Thank you.

Regards,

Ashwita Upadhyaya

Human Resources Associate - Recruiting

ZS Associates India Pvt. Ltd.

World Trade Center, Tower 3, Kharadi, Pune 411014, Maharashtra, India

www.zs.com

ZS Impact where it matters.

To know more about diversity & inclusion at ZS, [click here](#).

 **ZS offer details template_2021-22.xlsx**
12K



Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology

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Subject: RE: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
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 Hemant Sir and Anil Sir,

Greetings from ZSI

I gave us immense pleasure to conduct campus recruitment event for MIT Pune and Alandi for campus placements 2021-22.

We are glad to announce that we have been able to make **16 full time employment offers** from your esteemed college. Please block these candidates for ZS and they cannot be permitted to be a part of the upcoming process for the 2020-21 placements.

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Fwd: Quantiphi: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch

1 message

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

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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Vivian Ferrao** <vivian.ferrao@quantiphi.com>
Date: Wed, Aug 4, 2021 at 9:16 AM
Subject: Re: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Mr. Hemant,

For visibility.

On Wed, Aug 4, 2021 at 1:30 AM Vivian Ferrao <vivian.ferrao@quantiphi.com> wrote:
Hi Team,

Please find the list of selects attached from our end.

However the below candidates are yet to be interviewed and will be aligning them today 4th August 21

Shubham	Khule	shubham99.khule@gmail.com
prathmesh	patil	patil7389797300@gmail.com
Kalpesh	Raundal	knraundal@mitaoe.ac.in
Lekhanksh	Bondade	ldbondade@mitaoe.ac.in
Sarfaraaj	Shaikh	srshaikh@mitaoe.ac.in

In case of any selects from the above we will update you here.

Thanks & Regards,

Vivian Ferrao

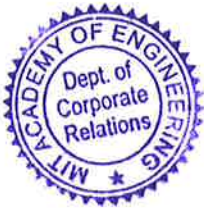
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| US and India

www.quantiphi.com





Campus_Evaluation_Sheet_MIT Pune - Sheet25 (3).pdf
29K



First Name	Last Name	Email ID	Role-Primary
Mayur	Tadge	mdtadge@mitaoe.ac.in	Framework Engineer
Nishant	Jain	nj27nishant@gmail.com	Framework Engineer
Sahil	Pawar	pawarsahil1297@gmail.com	Framework Engineer
Dhanashree	Godase	dsgodase22@gmail.com	Framework Engineer
Ayush	Kumar	ayushkmr17@gmail.com	Framework Engineer
Aditi	Baheti	bahetiaa@gmail.com	Machine Learning Engineer
Abhishek	Choure	abhishekchoure222@gmail.com	Framework Engineer
Vivek	Ramakrishnan	vivekray1999@gmail.com	Business Analyst
Swadhin	Nagulpelli	sunagulpelli@mitaoe.ac.in	Machine Learning Engineer
Aakash	Chakor	ajchakor@mitaoe.ac.in	Machine Learning Engineer



1 message

Mon, Jan 17, 2022 at 3:13 PM

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

For visibility.

On Wed, Aug 4, 2021 at 1:30 AM Vivian Ferrao <vivian.ferrao@quantiphi.com> wrote:
Hi Team,

However the below candidates are yet to be interviewed and will be aligning them today 4th August 21

Shubham	Khule	shubham99.khule@gmail.com
prathmesh	patil	patil7389797300@gmail.com
Kalpesh	Raundal	knraundal@mitaoe.ac.in
Lekhanksh	Bondade	ldbondade@mitaoe.ac.in
Sarfaraaj	Shaikh	srshaikh@mitaoe.ac.in

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| US and India



First Name	Last Name	Email ID	Role-Primary
Mayur	Tadge	mdtadge@mitaoe.ac.in	Framework Engineer
Nishant	Jain	nj27nishant@gmail.com	Framework Engineer
Sahil	Pawar	pawarsahil1297@gmail.com	Framework Engineer
Dhanashree	Godase	dsgodase22@gmail.com	Framework Engineer
Ayush	Kumar	ayushkmr17@gmail.com	Framework Engineer
Aditi	Baheti	bahetiaa@gmail.com	Machine Learning Engineer
Abhishek	Choure	abhishekchoure222@gmail.com	Framework Engineer
Vivek	Ramakrishnan	vivekrkay1999@gmail.com	Business Analyst
Swadhin	Nagulpelli	sunagulpelli@mitaoe.ac.in	Machine Learning Engineer
Aakash	Chakor	ajchakor@mitaoe.ac.in	Machine Learning Engineer

Fwd: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>
 Date: Thu, Dec 23, 2021 at 3:56 PM
 Subject: Fwd: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University
 To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Thu, Dec 23, 2021 at 3:42 PM
 Subject: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University
 To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: Vinay Ramesh <vinay.ramesh@accolitedigital.com>
 Date: Thu, Aug 5, 2021 at 11:16 PM
 Subject: Campus Hires | 2022 Batch | MIT World Peace University
 To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
 Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Dr Hemant,

Greetings from Accolite!

Thank you for the support extended to us. We are happy to inform you that we concluded our Virtual campus hiring process at MIT World Peace University.

Details of the confirmed hire are as below. Request you to block him from attending another placement process.

Candidate Name	Email	Gender	Mobile	Offer Type
Aayush Gupta	aayush.gupta3009@gmail.com	Male	9113341820	Internship + FTE
Abhiraj Mhetre	abhirajmhetre@gmail.com	Male	8888083701	Internship + FTE
Adarsh Malviya	adarsh06malviya@gmail.com	Male	7559406898	Internship + FTE
Aditya Dhenge	adityadhenge2000@gmail.com	Male	9423404036	Internship + FTE
Akshat Baranwal	whyakshat@gmail.com	Male	9140614945	Internship + FTE
Anit Agrawal	anitagrawal295@gmail.com	Male	9511283295	Internship + FTE
Archit Jain	architkj5@gmail.com	Male	8871834536	Internship + FTE
Lakshita Agarwal	lakshitaagarwal23@gmail.com	Female	9460692792	Internship + FTE
Raj Awate	rpawate@mitaoe.ac.in	Male	9850066089	Internship + FTE
Rishav Raj	rishavraj4200@gmail.com	Male	8804012421	Internship + FTE
Rohit Jadhav	rrjadhav66@gmail.com	Male	9146603138	Internship + FTE
Simran Koul	skoul@mitaoe.ac.in	Female	7889947552	Internship + FTE
Sudhanshu Shekhar	ssshekhar@mitaoe.ac.in	Male	8709616379	Internship + FTE
Umesh Patil	ucpatil@mitaoe.ac.in	Male	7517628580	Internship + FTE

Below is the link to a Google form for the select to fill. We request you to share it with hire to capture details for further proceedings.

Campus Joiners 2022 - Details

Highlighting the Job & Compensation details -

Job Position	Software Engineer
Eligibility Criteria	60% or 6 CGPA above (throughout)
Backlogs	No Active Backlogs
Eligible Courses	B.E/B.Tech ; MCA ; MTech ; Integrated Course
Eligible Streams	CS/IT & Circuit Branches
CTC Offered (Fixed + Variable Component)	INR 8 lakhs per annum
Tenure Bonus	Up to INR 3 lakhs, based on company guidelines and policies
Work Location (Currently Work From Home) Post Covid	Bangalore, Mumbai, Hyderabad, Chennai & Gurgaon
Service Agreement (FTE Offer) - In case of separation	1 calendar year of DOJ, capped INR 1,50,000/-

Internship Duration	6 months
Stipend During Internship	INR 20,000 per month
Service Agreement (Internship+FTE offer) - In case of separation	Stipend Amount owed during internship period duration + Training & Development cost capped at INR 1,50,000/-

Looking forward to continued relationships with your esteemed institution.

Regards,

Vinay Ramesh

Lead - Campus | Accolite Digital
<https://accolite.com/>



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With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049
Email: dean.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in



Fwd: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University

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Abhiraj Mhetre	abhirajmhetre@gmail.com	Male	8888083701	Internship + FTE
Adarsh Malviya	adarsh06malviya@gmail.com	Male	7559406898	Internship + FTE
Aditya Dhenge	adityadhenge2000@gmail.com	Male	9423404036	Internship + FTE
Akshat Baranwal	whyakshat@gmail.com	Male	9140614945	Internship + FTE
Anit Agrawal	anitagrawal295@gmail.com	Male	9511283295	Internship + FTE
Archit Jain	architkj5@gmail.com	Male	8871834536	Internship + FTE
Lakshita Agarwal	lakshitaagarwal23@gmail.com	Female	9460692792	Internship + FTE
Raj Awate	rpawate@mitaoe.ac.in	Male	9850066089	Internship + FTE
Rishav Raj	rishavraj4200@gmail.com	Male	8804012421	Internship + FTE
Rohit Jadhav	rrjadhav66@gmail.com	Male	9146603138	Internship + FTE
Simran Koul	skoul@mitaoe.ac.in	Female	7889947552	Internship + FTE
Sudhanshu Shekhar	ssshekhar@mitaoe.ac.in	Male	8709616379	Internship + FTE
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Fwd: Confirmation of Verbal Offers || MIT Pune

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

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Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

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Deloitte India (Offices of the US) | August 10, 2021



Confirmation

Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 13-Aug-2021

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team





Get in touch

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--
With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

10

	S.No	Title/Designation	Primary Email ID
Shobhit Roshan	1	Analyst	shobhit.roshan@gmail.com
Kushika Bahuguna	2	Analyst	kushika.bahuguna@gmail.com
Devagya Sharma	3	Analyst	devagyas900@gmail.com
Kavisha Kamlesh Tayal	4	Analyst	kavishatayal1425@gmail.com
Nandini Dubey	5	Analyst	dubeynandini73@gmail.com
Pallavi Ramesh Udatewar	6	Analyst	pallavi.udatewar@gmail.com
Kunal Rahul Raje	7	Analyst	rajekunal4@gmail.com
Janhavi Anand Chavan	8	Analyst	janhavi.a.chavan@gmail.com
Abhishek Kuber	9	Analyst	abhi.kuber@gmail.com
Swetha Jagannadhras Annasamudram	10	Analyst	swetharao1806@gmail.com
Dhanashree Shivaji Lodhe	11	Analyst	dhanashree254@gmail.com
Rahul Bajaj	12	Analyst	rahulgbajaj48@gmail.com
Atharva Mahesh Joshi	13	Analyst	mjdjatharva@gmail.com
Ranadeep Sajal Dey	14	Analyst	rsdey@mitaoe.ac.in
Suyog Janardan Patil	15	Analyst	sjpatil@mitaoe.ac.in
Harshal Bhagwan Bari	16	Analyst	bariharsal7@gmail.com
Siddhi Sachin Kapadnis	17	Analyst	1032191640@mitwpu.edu.in
Jay Naresh Rawlani	18	Analyst	jnrawlani@mitaoe.ac.in
Rudraksh Lohiya	19	Analyst	rudraksh.lohiya20@gmail.com
Hitesh Ghanshyam Bulani	20	Analyst	hgbulani@mitaoe.ac.in
Pranali Rajesh Patil	21	Analyst	pranalipatil2203@gmail.com
Shruti Kiran Hanchate	22	Analyst	shru2602@gmail.com
Abhishek Raj	23	Analyst	abhishekrj1729@gmail.com
Shubham Satish Chopade	24	Analyst	chopade12shubham@gmail.com
Shweta Manohar Gund	25	Analyst	smgund@mitaoe.ac.in
Omkar Raosaheb Najan	26	Analyst	omkarnajan@gmail.com
Rushikesh Bharat Sonar	27	Analyst	rbsonar@mitaoe.ac.in
Yashraj Govind Rathi	28	Analyst	yashraj.rathi.yr@gmail.com
Pihoo Bhargava	29	Analyst	pihoobhargava@gmail.com
Adya Jitendra Gupta	30	Analyst	guptaadya123@gmail.com
Swarrangi Sanjay Patil	31	Analyst	swarrangi01@gmail.com
Sanket Sudhakar Barkul	32	Analyst	sanketbarkul07@gmail.com
Srushti Dineshkumar Padval	33	Analyst	srushtipadval@gmail.com
Irwin Kaur	34	Analyst	irwinkaur2000@gmail.com
Aman Sinha	35	Analyst	arsinha@mitaoe.ac.in
Aarya Brijeshkumar Dwivedi	36	Analyst	abdwivedi@mitaoe.ac.in
Jahnvi Chandrashekhar Dandgawhane	37	Analyst	jahnavidandgawhane@gmail.com
Shashwat Morgaonkar	38	Analyst	shashwat14m@outlook.com
Ajay Sunil Bhilare	39	Analyst	asbhilare@mitaoe.ac.in
Sameer Vijay Nagrare	40	Analyst	svnagrare@mitaoe.ac.in
Piyush Ramrao Patil	41	Analyst	patilpiyush5120@gmail.com
Rahul Ajay Tah	42	Analyst	ratah@mitaoe.ac.in
Jayesh Sanjay Ghatate	43	Analyst	ghatatejayesh@gmail.com
Sachin Dwarkadas More	44	Analyst	sachindpmor1999@gmail.com
Shreyas Ashwin Deo	45	Analyst	sadeo@mitaoe.ac.in
Riya Abhay Deshpande	46	Analyst	riyadeshpande6720@gmail.com
Omkar Vinod Manapure	47	Analyst	ovmanapure@mitaoe.ac.in
Aditya Meshram	48	Analyst	adityameshram04@gmail.com
Trupty Manohar Bisen	49	Analyst	tmbisen@mitaoe.ac.in
Ayushman Agrawal	50	Analyst	ayushmanagrawal43@gmail.com
Nikhil Anantrao Joshi	51	Analyst	inboxofjoshinikhil@gmail.com
Rishab Saxena	52	Analyst	rishab20.saxenars@gmail.com
Mrunal Dinesh Taiwade Patil	53	Analyst	mtaiwadepatil@gmail.com
Joshua Linhares	54	Analyst	joshualinhares20@gmail.com
Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

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

Mon, Jan 17, 2022 at 3:14 PM

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>

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Deloitte India (Offices of the US) | August 10, 2021



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Cc: Pillay, Kanchan <kanpillay@deloitte.com>



Deloitte.

Deloitte India (Offices of the US) | August 10, 2021

Final Shortlist		Title/Designation	Alternate Email ID
Example		Associate Analyst	johnpet@gmail.com
		To be filled in by the recruiter	please input the candidate's alternate email id
Anurag Joglekar	1	Analyst - Risk & Financial Advisory	anurag.joglekar99@gmail.com
Atharv Temkar	2	Analyst - Risk & Financial Advisory	astemkar@mitaoe.ac.in
BHUPENDER KUMAR	3	Analyst - Risk & Financial Advisory	bhupenderkumarc7@gmail.com
Charudatta Tandale	4	Analyst - Risk & Financial Advisory	cptandale@mitaoe.ac.in
Manish Kumar	5	Analyst - Risk & Financial Advisory	mnsh12kmr@gmail.com
Mansi Jaju	6	Analyst - Risk & Financial Advisory	majaju@mitaoe.ac.in
Mimansha Gupta	7	Analyst - Risk & Financial Advisory	guptamimansha4@gmail.com
neeraj solanki	8	Analyst - Risk & Financial Advisory	neerajsolanki2000@gmail.com
prabhat mahavadi	9	Analyst - Risk & Financial Advisory	psmahavadi@mitaoe.ac.in
Priyansh Solanki	10	Analyst - Risk & Financial Advisory	priyanshsolanki1@gmail.com
Purva Shete	11	Analyst - Risk & Financial Advisory	purva.shete09@gmail.com
Ravi Yadav	12	Analyst - Risk & Financial Advisory	ray98480@gmail.com
Rishabh Shinde	13	Analyst - Risk & Financial Advisory	rishabhsshinde27@gmail.com
Sanskar Sharma	14	Analyst - Risk & Financial Advisory	sksharma@mitaoe.ac.in
Siddarth Mohan	15	Analyst - Risk & Financial Advisory	siddarthmohan2000@gmail.com
Swaroop Nayak	16	Analyst - Risk & Financial Advisory	swaroopnayak1@gmail.com
Tanvi Podder	17	Analyst - Risk & Financial Advisory	tanvip0415@gmail.com
VIKAS JHA	18	Analyst - Risk & Financial Advisory	imvj0509@gmail.com

12

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>

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Deloitte India (Offices of the US) | August 10, 2021



Confirmation

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Best regards,

Campus Team



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With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

Final Shortlist		Title/Designation	Alternate Email ID
<i>Example</i>		<i>Associate Analyst</i>	<i>johnpet@gmail.com</i>
		To be filled in by the recruiter	please input the candidate's alternate email id
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13

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Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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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>
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Fwd: Confirmation of Verbal Offers || MIT Pune

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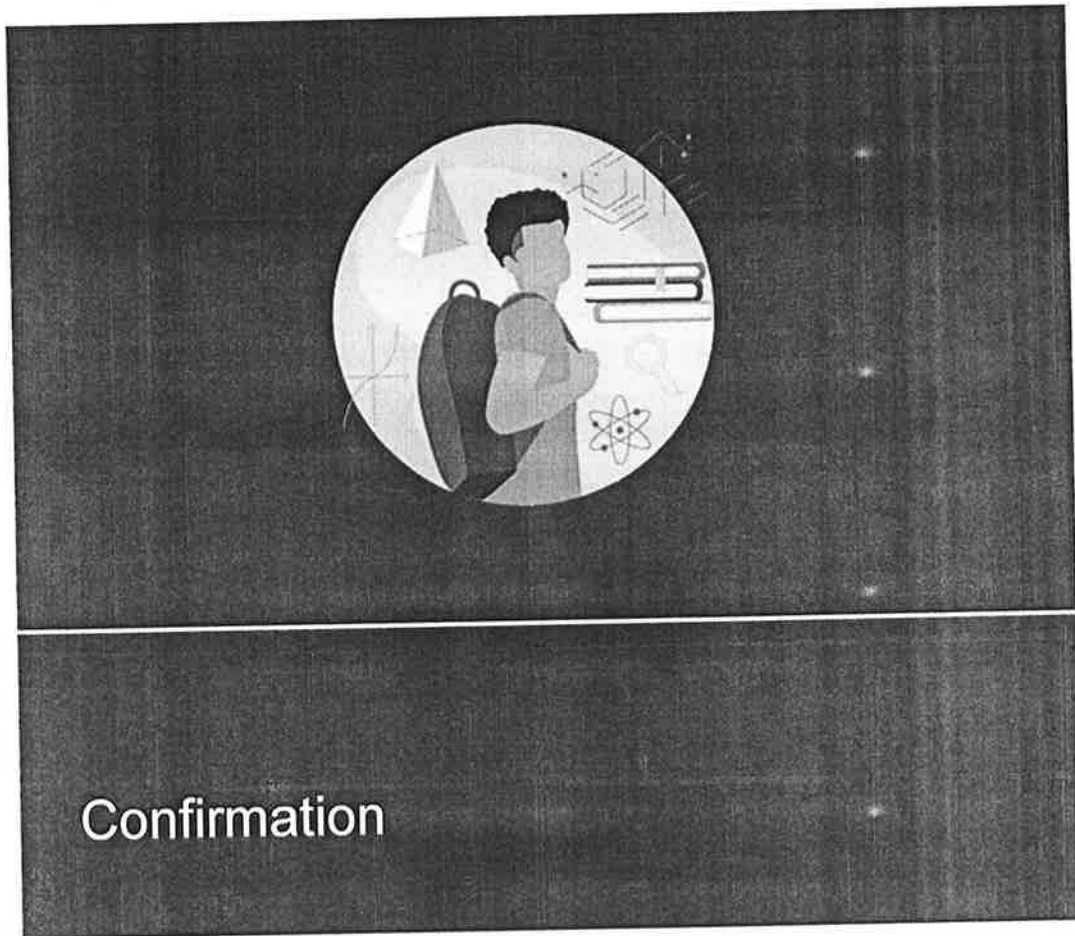
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Vikas Singh <vssingh@mitaoe.ac.in>

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Final Shortlisted candidates Confirmation

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With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

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Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



18

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>



Deloitte

Deloitte India (Offices of the US) | August 10, 2021



Confirmation

Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by **13-Aug-2021**

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team



Get in touch

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With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

Final Shortlist		Title/Designation	Alternate Email ID
<i>Example</i>		<i>Associate Analyst</i>	<i>johnpet@gmail.com</i>
		To be filled in by the recruiter	please input the candidate's alternate email id
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BHUPENDER KUMAR	3	Analyst - Risk & Financial Advisory	bhupenderkumarc7@gmail.com
Charudatta Tandale	4	Analyst - Risk & Financial Advisory	cptandale@mitaoe.ac.in
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Vikas Singh <vssingh@mitaoe.ac.in>

19

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Deloitte India (Offices of the US) | August 10, 2021



Final Shortlisted candidates Confirmation

Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by **13-Aug-2021**

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team



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MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

Email: dean.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in

2 attachments

 **Deloitte USI Consulting Final selects MIT Pune - VOE.xlsx**
18K

 **Deloitte USI Advisory VOE_MIT WPU, Pune.xlsx**
79K

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Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



INDICATIVE LETTER OF OFFER

To,

Date: 30 August 2021

Aditi Pandey605, A7 Kingston Yogidham, Kalyan West,
Thane District, Maharashtra -421301**Re: Indicative Letter of Offer**

Dear Aditi,

We, BMC Software India Private Limited ('BMC') are pleased to inform you that have been selected by us in the recruitment process conducted in your institution i.e. MITAOE on 11th August 2021. Based on the recruitment process and your selection, we are pleased to offer you a position with BMC Software India and your annual fixed compensation will be **INR 1,050,000**.

Compensation: Breakup	Details
Gross Fixed Compensation	1,050,000
GICP %	7.5%
GICP Amount	78,750
Joining bonus	121,250
Compensation package for First Year	1,250,000

In view of your selection, we are pleased to issue this indicative letter of offer ('LOF') to you. An offer letter shall be issued to you on or before your date of joining and the detailed terms and conditions regarding your employment will be included in the same.

Post accepting this LOF, you will have to submit certain prerequisites / documents. Your confirmation will be contingent upon successful verification of your documents that will be submitted by you.

At all stages of the hiring process, you are expected to declare all facts honestly. In case of any misrepresentation of information/facts by you, this LOF or any subsequent offer issued to you shall stand revoked. BMC also reserves the right to revoke/withdraw and cancel the LOF in the event it comes across any actions/communication or conduct on your part which in the opinion of BMC is likely to harm or bring disrepute to BMC's reputation.

For **BMC Software India Pvt. Ltd.****SAKAAR****ANAND**

Digitally signed by

SAKAAR ANAND

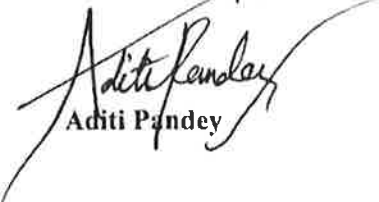
Date: 2021.08.30

14:59:54 +05'30'

Vice President - HR

(This letter is signed using a Digital Signature Certificate and is affixed above)

Read and Accepted


Aditi Pandey**BMC Software India Pvt. Ltd**

CIN: U72200PN2001PTC016290

Registered Office: Business Bay, Wing 1, Tower B, 9th Floor, Survey No. 103, Hissa No. 2, Alrport Road, Yerwada, Pune 411-006 Tel: +91 20 40175000, Fax: +91 20 40175001

INDICATIVE LETTER OF OFFER

To,

Date: 30 August 2021

Pranjal Rai

57, Riddhi Siddhi Colony Phase - 1,
Rajnandgaon, Chhattisgarh -491441

Re: Indicative Letter of Offer

Dear **Pranjal**,

We, BMC Software India Private Limited ('BMC') are pleased to inform you that have been selected by us in the recruitment process conducted in your institution i.e. MITAOE on 11th August 2021. Based on the recruitment process and your selection, we are pleased to offer you a position with BMC Software India and your annual fixed compensation will be **INR 1,050,000**.

Compensation: Breakup	Details
Gross Fixed Compensation	1,050,000
GICP %	7.5%
GICP Amount	78,750
Joining bonus	121,250
Compensation package for First Year	1,250,000

In view of your selection, we are pleased to issue this indicative letter of offer ('LOF') to you. An offer letter shall be issued to you on or before your date of joining and the detailed terms and conditions regarding your employment will be included in the same.

Post accepting this LOF, you will have to submit certain prerequisites / documents. Your confirmation will be contingent upon successful verification of your documents that will be submitted by you.

At all stages of the hiring process, you are expected to declare all facts honestly. In case of any misrepresentation of information/facts by you, this LOF or any subsequent offer issued to you shall stand revoked. BMC also reserves the right to revoke/withdraw and cancel the LOF in the event it comes across any actions/communication or conduct on your part which in the opinion of BMC is likely to harm or bring disrepute to BMC's reputation.

For **BMC Software India Pvt. Ltd.**

SAKAAR

ANAND

Digitally signed by

SAKAAR ANAND

Date: 2021.08.30

15:02:24 +05'30'

Vice President - HR

(This letter is signed using a Digital Signature Certificate and is affixed above)

Read and Accepted

Pranjal Rai

INDICATIVE LETTER OF OFFER

To,

Date: 30 August 2021

Kunal Zope

2039, B-103, Sai Prasad Bld,
Opp. Sai Baba Mandir, Pasthan, Boisar,
Palghar, Maharashtra -401504

Re: Indicative Letter of Offer

Dear Kunal,

We, BMC Software India Private Limited ('BMC') are pleased to inform you that have been selected by us in the recruitment process conducted in your institution i.e. MITAOE on 11th August 2021. Based on the recruitment process and your selection, we are pleased to offer you a position with BMC Software India and your annual fixed compensation will be INR 1,050,000.

Compensation: Breakup	Details
Gross Fixed Compensation	1,050,000
GICP %	7.5%
GICP Amount	78,750
Joining bonus	121,250
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In view of your selection, we are pleased to issue this indicative letter of offer ('LOF') to you. An offer letter shall be issued to you on or before your date of joining and the detailed terms and conditions regarding your employment will be included in the same.

Post accepting this LOF, you will have to submit certain prerequisites / documents. Your confirmation will be contingent upon successful verification of your documents that will be submitted by you.

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For **BMC Software India Pvt. Ltd.**

SAKAAR ANAND

Digitally signed by
SAKAAR ANAND
Date: 2021.08.30
15:05:23 +05'30'

Vice President - HR*(This letter is signed using a Digital Signature Certificate and is affixed above)*

Read and Accepted

**Kunal Zope****BMC Software India Pvt. Ltd**

CIN: U72200PN2001PTC016290

Registered Office: Business Bay, Wing 1, Tower B, 9th Floor, Survey No. 103, Hissa No. 2, Airport Road, Yerwada, Pune 411-006 Tel: +91 20 40175000, Fax: +91 20 40175001

Fwd: Selected Candidates | Veritas Campus Hiring: MIT | 2021

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:55 PM
Subject: Fwd: Selected Candidates | Veritas Campus Hiring: MIT | 2021
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:47 PM
Subject: Fwd: Selected Candidates | Veritas Campus Hiring: MIT | 2021
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Huzefa Vapra** <Huzefa.Vapra@veritas.com>
Date: Wed, Aug 11, 2021 at 8:24 PM
Subject: Selected Candidates | Veritas Campus Hiring: MIT | 2021
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements
<engg.placements@mitwpu.edu.in>
Cc: Kamlesh Jagdale <Kamlesh.Jagdale@veritas.com>

Hello Hemant Sir, and team MIT,

Thank you so much for your positive support throughout the virtual hiring drive and making it a successful event.

Below is the list of students which are selected with us as Associate Software Engineer role. Would seek your positive support have all of them joining to Veritas.

Sr. No.	Full Name
1	Aashi tapadia
2	Yogesh Gaikwad
3	Mrunmai Bhole

Importantly, we would request you to please get the attached form filled from all the selected candidates along with their scanned copies of Aadhar Cards and PAN cards + entire data of all selected students in attached format.

Huzefa Vapra

Senior Talent Acquisition Specialist (India)

Desk: +91 020 6615 7036

Veritas Technologies LLC



Icon_TwitterIcon_LinkedInIcon_YouTube 

Linked in.

URL: <https://www.veritas.com>

Career@Veritas: <https://www.veritas.com/about/careers/current-opportunities>

With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049
Email: dean.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in

2 attachments



Candidate Application Form.docx
103K



Selected Candidates- Data Format.xlsx
10K



Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
1 messageDr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ban, Pragya <pban3@dxo.com>
Date: Wed, Aug 18, 2021 at 12:28 PM
Subject: DXC Technology || Campus Hiring FY'22 || Final Result
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 Dr. Mali,

Thank you very much for helping us conduct our Campus FY'22 Hiring smoothly. We have 58 final selects from your college. Please find below the details.

Please find below the summary:

Total candidates who participated for the event : 315

Total candidates who cleared online test : 117

Final Select: 58

Test Conversion : 37%

Technical Conversion: 50%

Overall Conversion: 18%

Please Find Below the names of the final selects:

S.No.	Candidate Name	Candidate Email	Candidate Mobile number	Gender	Subject / Branch	Configuration	Final Status
1	Aabha Sanjay Tamhankar	laabhas00@gmail.com	8975154011	Female	Mechanical and Automation	MIT_9th August 2021	Strong Consider
2	Esha Pravin Sul	epsul@mitaoe.ac.in	9284421474	Female	Information Technology	MIT_9th August 2021	Strong Consider
3	Aishwarya Ajay Shele	aishwarya.shela05@gmail.com	7517376460	Female	Electrical Engineering	MIT_9th August 2021	Strong Consider
4	Radha Shyamrao Hangarge	rshangarge@mitaoe.ac.in	7219720348	Female	Electronics Engineering	MIT_9th August 2021	Strong Consider
5	Rutuja Nanabhau Deore	mdeore@mitaoe.ac.in	8698663220	Female	Mechanical Engineering	MIT_9th August 2021	Strong Consider
6	Abhisha kishorchand Jain	abishajain2000@gmail.com	8668967209	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
7	Shradha Deepak Narwadkar	shradhanarwadkar1302@gmail.com	7083093755	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
8	Divya Prabhu Kadole	divya.kadole@gmail.com	9420043857	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
9	DIPTI HEMANT DARADE	dhdarade@mitaoe.ac.in	7888277580	Female		MIT_9th August 2021	Strong Consider
10	Namrata Mohakud	namratamohakud@gmail.com	8092324994	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
11	Shruti Singh	singhshruti1945@gmail.com	9718686024	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
12	Shweta Sandeep Pardeshi	shweta.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
13	Akshata Dattatray Mamde	admamde@mitaoe.ac.in	8888980749	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
14	Samruddhi Sunil Sankpal	sssankpal@mitaoe.ac.in	7447361544	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
15	shruti lahu lenke	slenke@mitaoe.ac.in	9145272139	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
16	Manali Mahaveer Gadiya	manali.gadiya11@gmail.com	9673791837	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
17	divya singh	divyathakur2810@gmail.com	7275524294	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
18	Siddhesh Gulabrao Badgujar	siddheshbadgujar2050@gmail.com	7058988516	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
19	Aniket Vasan Bandgar	aniketvb70dx@gmail.com	9423789369	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
20	Anurag Pradeep Nair	nairanurag2000@gmail.com	9359169172	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
21	Aniket Namdeo Kandalkar	ankandalkar@mitaoe.ac.in	7038553316	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
22	Mohit Dadaji Musale	mdmusale@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

23	Saurabh Sunil Barve	saurabhbarve007@gmail.com	7758972468	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
24	Siddharth Devendra Yadav	siddharth.yadav1000@gmail.com	8983758714	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
25	Ashwin Mahavir Durugkar	ashwin.durugkar123@gmail.com	9518526538	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
26	Devesh Vishnudas Barbind	dvbarbind@mitaoe.ac.in	9370146492	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
27	Abhay Tripathi	abhaytripathi51966@gmail.com	6386872205	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
28	Nishant Singh Jadaun	nishujadu7@gmail.com	8668516068	Male	Petroleum Engineering	MIT_9th August 2021	Strong Consider
29	Onkar Kalidasrao Salegaonkar	mailtosomkar@gmail.com	9370932480	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
30	Chirag Ashwinkumar Sahuji	chiragsahuji1602@gmail.com	8999041407	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
31	Pulkit Dubey	pulkitdubey04@gmail.com	9340483903	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
32	SIDDHESHWAR REVANAPPA VAIDYA	srvidya@mitaoe.ac.in	8605973297	Male		MIT_9th August 2021	Strong Consider
33	Yahya Ahmad	yahya23183@gmail.com	7006765540	Male	Electrical Engineering	MIT_9th August 2021	Strong Consider
34	akash anshu	aachaudhary@mitaoe.ac.in	8983304860	Male	Information Technology	MIT_9th August 2021	Strong Consider
35	Taha Mustafa Bohra	lahambohra@gmail.com	9823196905	Male	Information Technology	MIT_9th August 2021	Strong Consider
36	Ashish Anil Kale	aakale@mitaoe.ac.in	7057720215	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
37	Jayesh Arun Kasar	kasarjayesh2411@gmail.com	8856978124	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
38	Aditya Bulbul	adityab270900@gmail.com	8767467296	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
39	Harshal Moreswar Ghate	hmghate@mitaoe.ac.in	8329546973	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
40	Nikhil Subhash Girme	nsgirme@mitaoe.ac.in	8308453848	Male	Chemical Engineering	MIT_9th August 2021	Strong Consider
41	Yash Mahesh Gaikwad	gyash083@gmail.com	7058970304	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
42	Pranav Dhulaji Shinde	pranavshinde311@gmail.com	9702239873	Male		MIT_9th August 2021	Strong Consider
43	Shivani Sanjay Kamble	sskamble@mitaoe.ac.in	7387726109	Male	Information Technology	MIT_9th August 2021	Strong Consider
44	Subham kumar Panda	subhampanda606@gmail.com	9337664046	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
45	Mahesh Shankar Ganganmale	ganganmale.mahesh@gmail.com	7261905513	Male		MIT_9th August 2021	Strong Consider
46	Hrishikesh Narayan Sonawane	hnsonawane@mitaoe.ac.in	7620225693	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
47	Rutvik Santaji Jadhav	rutvikjadhav444@gmail.com	9922653553	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
48	Prathamesh Nagesh Varshetti	pnvarshetti@mitaoe.ac.in	8668562427	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
49	Atharva Suhas Amrapurkar	heyatharva9@gmail.com	9804037171	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
50	Aashish Vijay Mali	aashishm588@gmail.com	9764892548	Male		MIT_9th August 2021	Strong Consider
51	Gulshan Kumar	gulshanchaudhary36@gmail.com	6201915924	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
52	Akshay Balu Tarate	abtarate@mitaoe.ac.in	9890405406	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
53	CHANDRABABU BRAHMAIAH GODASU	godasudad@gmail.com	9607342561	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
54	Hitesh Ajinath Vidhate	havidhate@mitaoe.ac.in	8805720731	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
55	alfred johnson	alfredjohnson03042000@gmail.com	7410185542	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
56	Lokesh Nalhu Patil	iamlokeshtpatil456@gmail.com	8085130183	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
57	Aniket Babarao Sonare	absonare@mitaoe.ac.in	8856970375	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
58	Abhishek ashok jagtap	abhishekjagtap063@gmail.com	7498097258	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider

Kindly do not allow the candidates to appear for other company drive as they are booked for DXC Technology.

*Offer will be based on audit clearance.

Thanks and Regards

Pragya Ban

University Hiring Lead: Talent Acquisition-India

DXC Technology

pban3@dxccom

DXC.com | [Twitter](#) / [Facebook](#) / [LinkedIn](#)



MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>

Date: Thu, Dec 23, 2021 at 4:08 PM

Subject: Fwd: Campus Placement- Paytm (Selected)

To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

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

Date: Thu, Dec 23, 2021 at 4:01 PM

Subject: Fwd: Campus Placement- Paytm (Selected)

To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Shikhar Mishra** <shikhar.mishra@paytmoney.com>

Date: Thu, Aug 19, 2021 at 6:31 PM

Subject: RE: Campus Placement- Paytm (Selected)

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements
<engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

▲ Paytm Money

2.0

Name	Email ID	College	Batch	Branch, Degree	Selection Status
Aditya Mehta	adityamehta2108@gmail.com	MITWPU	2022	Computer Science And Engineering, B.Tech	Yes
Amruta Nandargi	amruta39.nandargi@gmail.com	MIT-WPU	2022	Computer Science & Engineering, B.Tech	Yes
Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU, pune	2022	Computer science, Btech	Yes
Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU	2022	Computer Science and Engineering, B.Tech	Yes
Prathamesh Jadhav	prathameshj10@gmail.com	Dr. Vishwanath Naray, MIT World Peace	2022	Computer Science & Engineering, B.Tech.	Yes
Priyanka Bagade	priyabagade21997@gmail.com	MIT World Peace University, Pune	2022	Computer Science and Technology, B.Tech.	Yes
Priyanka Sunil Jawalkar	priyankajawalkar2020@gmail.com	MIT World Peace University	2022	Computer Science, Btech	Yes
Rishab Koul	rishabkoul2001@gmail.com	MIT WPU	2022	Computer science and engineering, B.Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	MIT World Peace University	2022	Computer Science and Technology, B.Tech	Yes
Vasu Pravinbhai Kalariya	kalaria13.kv@gmail.com	MITWPU	2022	Computer Science, B.Tech	Yes
Aniket Kumar	abgupta@mitaoe.ac.in	MIT Academy Of Engineering	2022	COMPUTER ENGINEERING, B.Tech	Yes
Chetan Salmotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science, B.Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer science and technology, B.Tech	Yes
Mahit Jyotikumar Katkar	mjkatkar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Pranav Nandkumar Vikharankar	pnvikharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech.	Yes
Ritik Pradeep Pol	rppol@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Saifuraj Rahimoddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Shikhar Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer, B.Tech	Yes
Vishakh	vglokare@mitaoe.ac.in	Mit academy of engineering, Alandi	2022	Computer Engineering, B.Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Information Technology, B.Tech	Yes
Vijir Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
Pradyumna Sunil Pund	pspund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes



2-Feb-2022

Aniket Kumar
Noida**

Dear **Aniket**,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer in Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:
 - a. 1st Year – 10% of Total ESOPs
 - b. 2nd Year – 20% of Total ESOPs
 - c. 3rd Year – 20% of Total ESOPs
 - d. 4th Year – 25% of Total ESOPs
 - e. 5th Year – 25% of Total ESOPs

ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



Annexure

2-Feb-2022

Employee Name: **Aniket Kumar**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaime Insurance: All employees are covered under mediclaime insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

\$ payable Annually



2-Feb-2022

Chetan Salmotra
Noida**

Dear Chetan,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining. Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:

- a. 1st Year – 10% of Total ESOPs
- b. 2nd Year – 20% of Total ESOPs
- c. 3rd Year – 20% of Total ESOPs
- d. 4th Year – 25% of Total ESOPs
- e. 5th Year – 25% of Total ESOPs

ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.

- a. Last company appointment letter
- b. Last company relieving letter
- c. Second Last company relieving letter
- d. Graduation – Degree or mark sheets
- e. Post-Graduation – Degree or mark sheets
- f. Certifications if any
- g. PAN Card
- h. DL/ Passport/ Aadhar Card
- i. Bank Account Proof (Original Cancelled Cheque)
- j. 5 Passport Size Photographs

13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.
We look forward to welcoming you aboard the One97 team.

****You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location**

Best regards,
Nitinesh Sharma
Human Resources
One97 Communications Ltd.
B-121, Sector-5
Noida
www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Chetan Salmotra**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaime Insurance: All employees are covered under mediclaime insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

\$ payable Annually

Computer
2022

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:08 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:01 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Shikhar Mishra** <shikhar.mishra@paytmoney.com>
Date: Thu, Aug 19, 2021 at 6:31 PM
Subject: RE: Campus Placement- Paytm (Selected)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

 Paytm Money

20

Name	Email ID	College	Batch	Branch, Degree	Selection Status
Aditya Mehta	adityamehta2108@gmail.com	MITWPU	2022	Computer Science And Engineering, B.Tech	Yes
Amruta Nandargi	amruta39.nandargi@gmail.com	MIT-WPU	2022	Computer Science & Engineering, B. Tech	Yes
Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU ,pune	2022	Computer science, Btech	Yes
Kartik Kailash Bhutada	karikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU	2022	Computer Science and Engineering, B.Tech	Yes
Prathamesh Jadhav	prathameshj510@gmail.com	Dr. Vishwanath Karad, MIT World Peace	2022	Computer Science & Engineering, B.Tech.	Yes
Priyanka Bagade	priyabagade21997@gmail.com	Mit World Peace University,Pune	2022	Computer Science and Technology, B. Tech.	Yes
Priyanka Sunil Jawalkar	priyankajawalkar2020@gmail.com	MIT World Peace University	2022	Computer Science, Btech	Yes
Rishab Koul	rishabkoul2001@gmail.com	MIT WPU	2022	Computer science and engineering, B.Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	Mit World Peace University	2022	Computer Science and Technology, B.Tech	Yes
Vasu Pravinbhai Kalariya	kalaria13.kv@gmail.com	MITWPU	2022	Computer Science, B Tech	Yes
Aniket Kumar	abgupta@mitaoe.ac.in	MIT Academy Of engineering	2022	Computer Science and Technology, B.Tech	Yes
Chetan Salotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	COMPUTER ENGINEERING, B.Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of engineering, Alandi	2022	Computer Science, B. Tech	Yes
Mohit Jyotikumar Katkar	mjkatkar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer science and technology, B.tech	Yes
Pranav Nandkishor Vikharankar	pvnkharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B. Tech	Yes
Rulik Pradeep Pol	rppol@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech.	Yes
Barfaraaj Rahimuddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Shreyas Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer Science and Engineering, B.Tech	Yes
Vishal Desai	vglokare@mitaoe.ac.in	Mit academy of engineering, Alandi	2022	Computer, B. Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Computer Engineering, B.Tech	Yes
Vijay Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
Pradyumna Sunil Pund	pspund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
			2022	Information Technology, B.Tech	Yes



2-Feb-2022

Chinmay Upare
Noida**

Dear Chinmay,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer in Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining. Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:
 - a. 1st Year – 10% of Total ESOPs
 - b. 2nd Year – 20% of Total ESOPs
 - c. 3rd Year – 20% of Total ESOPs
 - d. 4th Year – 25% of Total ESOPs
 - e. 5th Year – 25% of Total ESOPs

ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process.

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
- Last company appointment letter
 - Last company relieving letter
 - Second Last company relieving letter
 - Graduation – Degree or mark sheets
 - Post-Graduation – Degree or mark sheets
 - Certifications if any
 - PAN Card
 - DL/ Passport/ Aadhar Card
 - Bank Account Proof (Original Cancelled Cheque)
 - 5 Passport Size Photographs
13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.

We look forward to welcoming you aboard the One97 team.

****You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location**

Best regards,

Nitinesh Sharma

Human Resources

One97 Communications Ltd.

B-121, Sector-5

Noida

www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Chinmay Upare**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaim Insurance: All employees are covered under mediclaim insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

\$ payable Annually

Computer-2022

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:08 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:01 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Shikhar Mishra** <shikhar.mishra@paytmoney.com>
Date: Thu, Aug 19, 2021 at 6:31 PM
Subject: RE: Campus Placement- Paytm (Selected)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

 Paytm Money

2.0

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Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU, pune	2022	Computer science, Btech	Yes
Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU	2022	Computer Science & Engineering, B.Tech	Yes
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Priyanka Sunil Jawalkar	pryankajawalkar2020@gmail.com	MIT World Peace University	2022	Computer science and engineering, B.Tech	Yes
Rishab Koul	rishabhkoul2001@gmail.com	MIT WPU	2022	Computer Science, B.Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	Mit World Peace University	2022	Computer Science and Technology, B.Tech	Yes
Vasu Pravinbhai Kalariya	kalariya13.kv@gmail.com	MITWPU	2022	Computer Science, B.Tech	Yes
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Chetan Salmotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	COMPUTER ENGINEERING, B.Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of engineering, Alandi	2022	Computer Science, B.Tech	Yes
Mohit Jyotikumar Katkar	mjkatkar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer science and technology, B.tech	Yes
Pranav Nandkishor Vikharankar	pnvikharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Ritik Pradeep Pol	rppol@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Shafiqul Kabiruddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Sham Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer Science and Engineering, B.Tech	Yes
Vishakh	vglokare@mitaoe.ac.in	Mit academy of engineering, Alandi	2022	Computer, B.Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Computer Engineering, B.Tech	Yes
Mihir Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
Pradyumna Sunil Pund	p.pund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
			2022	Information Technology, B.Tech	Yes

2022 Bat 04
Computer - Bruce



2-Feb-2022

Mohit Jyotikumar Katkar
Noida**

Dear Mohit,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining. Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of Rs. **100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth Rs. **500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of Rs. 9/- each. ESOP vesting schedule is as follows:

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- d. 4th Year – 25% of Total ESOPs
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ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
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9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
- a. Last company appointment letter
 - b. Last company relieving letter
 - c. Second Last company relieving letter
 - d. Graduation – Degree or mark sheets
 - e. Post-Graduation – Degree or mark sheets
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 - g. PAN Card
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 - j. 5 Passport Size Photographs
13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.
We look forward to welcoming you aboard the One97 team.

****You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location**

Best regards,
Nitinesh Sharma
Human Resources
One97 Communications Ltd.
B-121, Sector-5
Noida
www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: Mohit Jyotikumar Katkar

Designation: Software Engineer

Grade: MG01 A

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaime Insurance: All employees are covered under mediclaime insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

\$ payable Annually

Computer
2022

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

 Paytm Money

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Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B. Tech	Yes
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Pradyumna Sunil Pund	ppund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B. Tech	Yes

2022 Batch

Computers - Branch



2-Feb-2022

Pranav Nandkishor Vikharankar
Noida**

Dear **Pranav**,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

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Best regards,
Nitinesh Sharma
Human Resources
One97 Communications Ltd.
B-121, Sector-5
Noida
www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Pranav Nandkishor Vikharankar**

Designation: **Software Engineer**

Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
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LTA

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*please confirm flexi benefits options to be availed on your joining day itself

#if applicable

\$ payable Annually

Computer-2022

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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From: **Shikhar Mishra** <shikhar.mishra@paytmoney.com>
Date: Thu, Aug 19, 2021 at 6:31 PM
Subject: RE: Campus Placement- Paytm (Selected)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

 Paytm Money

2.0

Name	Email ID	College	Batch	Branch, Degree	Selection Status
Aditya Mehta	adityamehta2108@gmail.com	MITWPU	2022	Computer Science And Engineering, B.Tech	Yes
Amruta Nandargi	amruta39.nandargi@gmail.com	MIT-WPU	2022	Computer Science & Engineering, B.Tech	Yes
Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU, pune	2022	Computer science, Btech	Yes
Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU	2022	Computer Science & Engineering, B.Tech.	Yes
Prathamesh Jadhav	prathameshj610@gmail.com	Dr. Vishwanath Karve, MIT World Peace	2022	Computer Science and Technology, B.Tech.	Yes
Priyanka Bagade	priyabagade21997@gmail.com	Mit World Peace University, Pune	2022	Computer Science, Btech	Yes
Priyanka Sunil Jawalkar	priyankajawalkar2020@gmail.com	MIT World Peace University	2022	Computer Science and engineering, B.Tech	Yes
Rishab Koul	rishabhkoul2001@gmail.com	MIT WPU	2022	Computer Science and Technology, B.Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	Mit World Peace University	2022	Computer Science, B.Tech	Yes
Vasu Pravinbhai Kalariya	kalaria13.kv@gmail.com	MITWPU	2022	Computer Science and Technology, B.Tech	Yes
Aniket Kumar	abgupta@mitaoe.ac.in	MIT Academy Of engineering	2022	COMPUTER ENGINEERING, B.Tech	Yes
Chetan Salmotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science, B.Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of engineering, Alandi	2022	Computer science and technology, B.tech	Yes
Mohit Jyotikumar Katkar	mjkatkar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Pranav Nandkishor Vikharankar	pnvikharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech.	Yes
Ritik Pradheep Poli	rpplol@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Sai Abhimoddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Shubham Surykant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer, B.Tech	Yes
Vishakha	vglolkare@mitaoe.ac.in	Mit academy of engineering, Alandi	2022	Computer Engineering, B.Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Information Technology, B.Tech	Yes
Mihir Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
Pradyumna Sunil Pund	ppund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes



2-Feb-2022

Rutik Pradeep Pol
Noida**

Dear **Rutik**,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:
 - a. 1st Year – 10% of Total ESOPs
 - b. 2nd Year – 20% of Total ESOPs
 - c. 3rd Year – 20% of Total ESOPs
 - d. 4th Year – 25% of Total ESOPs
 - e. 5th Year – 25% of Total ESOPs

ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.

- a. Last company appointment letter
- b. Last company relieving letter
- c. Second Last company relieving letter
- d. Graduation – Degree or mark sheets
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- f. Certifications if any
- g. PAN Card
- h. DL/ Passport/ Aadhar Card
- i. Bank Account Proof (Original Cancelled Cheque)
- j. 5 Passport Size Photographs

13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.

We look forward to welcoming you aboard the One97 team.

****You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location**

Best regards,

Nitinesh Sharma

Human Resources

One97 Communications Ltd.

B-121, Sector-5

Noida

www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Rutik Pradeep Pol**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaime Insurance: All employees are covered under mediclaime insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

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Computer-2022

Fwd: Campus Placement- Paytm (Selected)

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Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

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Regards

Shikhar Mishra

Human Resources

8800377313

 Paytm Money

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Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
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Pradyumna Sunil Pund	ppund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes

2022 Batch

Computer-Engn



2-Feb-2022

Sarfaraj Rahimoddin Shaikh
Noida**

Dear **Sarfaraj**,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

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10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
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Best regards,

Nitinesh Sharma

Human Resources

One97 Communications Ltd.

B-121, Sector-5

Noida

www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Sarfaraj Rahimoddin Shaikh**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

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Gratuity	2004	24050

Note

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Fuel Reimbursement (MG3 & above)
LTA

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*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

\$ payable Annually

Computer ~2022



(31)

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Campus Placement- Paytm (Selected)

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Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

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Regards

Shikhar Mishra

Human Resources

8800377313

▲ Paytm Money



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Pradyumna Sunil Pund	pspund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
		MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes

2022 Batch

Computes - Bonus



2-Feb-2022

Shubham Suryakant Pokharkar
Noida**

Dear **Shubham**,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

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 - j. 5 Passport Size Photographs
13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.
We look forward to welcoming you aboard the One97 team.

****You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location**

Best regards,
Nitinesh Sharma
Human Resources
One97 Communications Ltd.
B-121, Sector-5
Noida
www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Shubham Suryakant Pokharkar**

Designation: **Software Engineer**

Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaim Insurance: All employees are covered under mediclaim insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#if applicable

\$ payable Annually

Computer - 2022

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:08 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:01 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Shikhar Mishra** <shikhar.mishra@paytmoney.com>
Date: Thu, Aug 19, 2021 at 6:31 PM
Subject: RE: Campus Placement- Paytm (Selected)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

 Paytm Money

2.0

Name	Email ID	College	Batch	Branch, Degree	Selection Status
Aditya Mehta	adityamehta2108@gmail.com	MITWPU	2022	Computer Science And Engineering, B.Tech	Yes
Amruta Nandargi	amruta39.nandargi@gmail.com	MIT-WPU	2022	Computer Science & Engineering, B.Tech	Yes
Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU, pune	2022	Computer science, Btech	Yes
Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU	2022	Computer Science & Engineering, B.Tech	Yes
Prathamesh Jadhav	prathameshj610@gmail.com	Dr. Vishwanath Narayn, MIT World Peace	2022	Computer Science & Engineering, B.Tech.	Yes
Priyanka Bagade	priyabagade21997@gmail.com	Mit World Peace University, Pune	2022	Computer Science and Technology, B.Tech.	Yes
Priyanka Sunil Jawalkar	priyankajawalkar2020@gmail.com	MIT World Peace University	2022	Computer Science, Btech	Yes
Rishab Koul	rishabhkoul2001@gmail.com	MIT WPU	2022	Computer science and engineering, B.Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	Mit World Peace University	2022	Computer Science and Technology, B.Tech	Yes
Vasu Pravinbhai Kalariya	kalaria13.kv@gmail.com	MITWPU	2022	Computer Science, B.Tech	Yes
Aniket Kumar	abgupta@mitaoe.ac.in	MIT Academy Of engineering	2022	Computer Science and Technology, B.Tech	Yes
Chetan Salmotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	COMPUTER ENGINEERING, B.Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science, B.Tech	Yes
Mohit Jyotikumhar Katkar	mjkatkar@mitaoe.ac.in	MIT Academy of engineering, Alandi	2022	Computer science and technology, B.tech	Yes
Pranav Nandkishor Vikharankar	pnvikharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Rutik Pradeep Pol	rppol@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech.	Yes
Sarfaraz Iqbalmoddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Sham Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer Science and Engineering, B.Tech	Yes
Vishakha	vglokare@mitaoe.ac.in	Mit academy of engineering, Alandi	2022	Computer, B.Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Computer Engineering, B.Tech	Yes
Mihir Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
Prayumna Sunil Pund	pppund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes

Regards

compuser
7022



2-Feb-2022

Vishakha
Noida**

Dear **Vishakha**,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer in Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:
 - a. 1st Year – 10% of Total ESOPs
 - b. 2nd Year – 20% of Total ESOPs
 - c. 3rd Year – 20% of Total ESOPs
 - d. 4th Year – 25% of Total ESOPs
 - e. 5th Year – 25% of Total ESOPs

ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
- Last company appointment letter
 - Last company relieving letter
 - Second Last company relieving letter
 - Graduation – Degree or mark sheets
 - Post-Graduation – Degree or mark sheets
 - Certifications if any
 - PAN Card
 - DL/ Passport/ Aadhar Card
 - Bank Account Proof (Original Cancelled Cheque)
 - 5 Passport Size Photographs
13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.
We look forward to welcoming you aboard the One97 team.

**You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location

Best regards,
Nitinesh Sharma
Human Resources
One97 Communications Ltd.
B-121, Sector-5
Noida
www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Vishakha**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
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Fuel Reimbursement (MG3 & above)
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CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

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Computer-2022

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
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To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

 Paytm Money

2.0

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Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
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Priyanka Sunil Jawalkar	priyankajawalkar2020@gmail.com	MIT World Peace University	2022	Computer Science, Btech	Yes
Rishab Koul	rishabkoul2001@gmail.com	MIT WPU	2022	Computer science and engineering, B. Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	Mit World Peace University	2022	Computer Science and Technology, B.Tech	Yes
Vasu Pravinbhai Kalanya	kalanya13.kv@gmail.com	MITWPU	2022	Computer Science, B Tech	Yes
Aniket Kumar	abgupta@mitaoe.ac.in		2022	Computer Science and Technology, B.Tech	Yes
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Chiranjay Upare	caupare@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science, B.Tech	Yes
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Rutik Pradeep Pol	rppl@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech.	Yes
Harinaraj Rahimoddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Shirish Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer Science and Engineering, B. Tech	Yes
Vishakha	vglokare@mitaoe.ac.in	Mit academy of engineering ,Alandi	2022	Computer, B. Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Computer Engineering, B. Tech	Yes
Vijay Shah	mdshah@mitaoe.ac.in	MIT Academy Of Engineering	2022	Information Technology, B. Tech	Yes
Pradyumna Sunil Pund	pspund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes

2022 Books

Computer books

Fwd: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:12 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:23 PM
Subject: Fwd: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Sharthak Acharjee <sharthak.acharjee@celebaltech.com>
Date: Mon, Aug 23, 2021 at 10:53 AM
Subject: RE: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>, Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, Tejal Mangal <tejal.mangal@celebaltech.com>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Sahil Bagwan <sahil.bagwan@celebaltech.com>, Nidhi Sharma <nidhi.sharma@celebaltech.com>, Anurag Arora <anurag.arora@celebaltech.com>

Hello MIT WPU Team,

Greetings from Celebal Technologies!!

Thanks for the smooth Campus process. Following are the candidates that are being offered for 5 LPA.

First Name	Last Name	Email Address	Domain	Package
Mrudula	Gadre	mrugadre3004@gmail.com	DOT NET	5LPA
Shital	Patil	patilshital49@gmail.com	Cloud	5LPA
Disha	Bajaj	dishabajaj2000@gmail.com	DevOps	5LPA
Yash	Tiwari	tiwariyash999@gmail.com	DevOps	5LPA
Manasi	Sandbhor	sandbhormanasi@gmail.com	DevOps	5LPA
Siddhesh	Badgujar	siddheshbadgujar2050@gmail.com	Node JS	5LPA
Viral	Shastri	shastriv19@gmail.com	Node JS	5LPA

Rohit	Chaube	chauberohit83@gmail.com	Node JS	5LPA
Ayush	Choudhary	aachoudhary@mitaoe.ac.in	Python Programming	5LPA
Mehul	Sherdiwala	msherdwala16@gmail.com	Python with Django	5LPA
Rohan Kumar	Prasad	rohankumark.latest@gmail.com	Python with Django	5LPA
Sakshi	Shejwal	sakshi.shejwal@mitaoe.ac.in	QA	5LPA
Raaziya	Sarnaik	sarnaikraaz@gmail.com	SQL	5LPA
Ritika	Bhosale	ritikabhosale.rb@gmail.com	SQL	5LPA
Aishwarya	Jagtap	aishjagtap2000@gmail.com	SQL	5LPA
Saket	Desale	saketdesale126@gmail.com	SQL	5LPA
Vidipta	Sadhwani	svidi2000@gmail.com	SQL	5LPA
Sahil	Vaidya	vsahil97@gmail.com	SQL	5LPA
Lakshit	Jain	jain.lakshity2k@gmail.com	Bigdata Analytics	5LPA
Rishab	Koul	rishabkoul2001@gmail.com	Bigdata Analytics	5LPA
Shivraj	Patil	shivrajrameshpatil@gmail.com	Bigdata Analytics	5LPA
Meet	Shah	meet.imscit17@gmail.com	Bigdata Analytics	5LPA
Anu	Keswani	anu.keswani1406@gmail.com	Bigdata Analytics	5LPA
Abhik	Swarnakar	abhikofficial98@gmail.com	Business Analyst	5LPA
Dhanashree	Rithe	dhanashririthe7@gmail.com	Business Analyst	5LPA

There will be a service agreement of 24 months starting from onboarding date as an intern. Stipend will be the same as discussed in our previous mails for 5LPA. Please confirm their Joining dates. We will be sharing the offer letters accordingly.

Kindly make sure these students do not participate in any other drives.

Also, Please take a note.

Fwd: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:12 PM

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

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

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Date: Thu, Dec 23, 2021 at 4:23 PM

Subject: Fwd: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Sharthak Acharjee <sharthak.acharjee@celebaltech.com>

Date: Mon, Aug 23, 2021 at 10:53 AM

Subject: RE: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>, Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, Tejal Mangal <tejal.mangal@celebaltech.com>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Sahil Bagwan <sahil.bagwan@celebaltech.com>, Nidhi Sharma <nidhi.sharma@celebaltech.com>, Anurag Arora <anurag.arora@celebaltech.com>

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Shital	Patil	patilshital49@gmail.com	Cloud	5LPA
Disha	Bajaj	dishabajaj2000@gmail.com	DevOps	5LPA
Yash	Tiwari	tiwariyash999@gmail.com	DevOps	5LPA
Manasi	Sandbhor	sandbhormanasi@gmail.com	DevOps	5LPA
Siddhesh	Badgujar	siddheshbadgujar2050@gmail.com	Node JS	5LPA
Viral	Shastri	shastriv19@gmail.com	Node JS	5LPA

Rohit	Chaube	chauberohit83@gmail.com	Node JS	5LPA
Ayush	Choudhary	aachoudhary@mitaoe.ac.in	Python Programming	5LPA
Mehul	Sherdiwala	msherdiwala16@gmail.com	Python with Django	5LPA
Rohan Kumar	Prasad	rohankumark.latest@gmail.com	Python with Django	5LPA
Sakshi	Shejwal	sakshi.shejwal@mitaoe.ac.in	QA	5LPA
Raaziya	Sarnaik	sarnaikraaz@gmail.com	SQL	5LPA
Ritika	Bhosale	ritikabhosale.rb@gmail.com	SQL	5LPA
Aishwarya	Jagtap	aishjagtap2000@gmail.com	SQL	5LPA
Saket	Desale	saketdesale126@gmail.com	SQL	5LPA
Vidipta	Sadhwani	svidi2000@gmail.com	SQL	5LPA
Sahil	Vaidya	vsahil97@gmail.com	SQL	5LPA
Lakshit	Jain	jain.lakshity2k@gmail.com	Bigdata Analytics	5LPA
Rishab	Koul	rishabkoul2001@gmail.com	Bigdata Analytics	5LPA
Shivraj	Patil	shivrajrameshpatil@gmail.com	Bigdata Analytics	5LPA
Meet	Shah	meet.imscit17@gmail.com	Bigdata Analytics	5LPA
Anu	Keswani	anu.keswani1406@gmail.com	Bigdata Analytics	5LPA
Abhik	Swarnakar	abhikofficial98@gmail.com	Business Analyst	5LPA
Dhanashree	Rithe	dhanashririthe7@gmail.com	Business Analyst	5LPA

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Kindly make sure these students do not participate in any other drives.

Also, Please take a note.

37

25 August 2021

Ashutosh Kumar

Vijay Traders, Station Road Riga

Sitamarhi, Bihar - 843327

Subject: Offer of Employment

Dear Ashutosh,

We are pleased to offer you an employment at the post of **"Trainee Engineer"** in our company **Xpanxion International Pvt. Ltd.** (the **"Company"**).

Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the Company's procedures and processes.

1. We offer you this employment on the following terms and conditions:

- a) **Date of Joining: 1 July 2022** or earlier, except if otherwise extended by the Company and communicated to you in writing.

Please submit all the documents mentioned in **Annexure A** at the time of joining.

On the day of joining, please come to the work location mentioned above at **10:00 AM**. Human Resources department will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.

- b) **Trial/ Probation Period: Six (6) months.** At the discretion of the Company, the probation period may be extended, if it is found that the services provided by you are not satisfactory.
- c) **Location:** You will be based in Pune. However, depending upon the company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
- d) **Remuneration:** Your Annual Cost to Company shall be **INR 6,00,000** subject to applicable statutory deductions. A detailed break up of your salary structure is provided in **Annexure B**.
- e) **Working Hours and Leave:** The normal working days will be [five (5) days] a week. You may be required to work in excess of the or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company.

2. **Confidentiality:** The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the

BlueConch Technologies is the global products and platform engineering services brand of Xpanxion International Pvt. Ltd.

Registered Office: XIPL, 1st Floor, Vismaya Building, Infopark, Kasumagiri, P.O. Kakkanad, Ernakulam, Kerala, India 682030

Corporate Office: XIPL, 4th Floor, Server Space, A.G. Technology Park, Off ITI Road, Aundh, Pune-411067

Tel: +91 20 4019 0500 | +91 20 6629 0500 **Web:** www.blueconchtech.com

CIN: U72200KL1998PTC046707

Confidential

Version: 1.0, May 2020

content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter, Invention Assignment and Confidentiality Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter, Invention Assignment and Confidentiality Agreement and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment any-time before execution of the Appointment Letter. Similarly, after accepting this offer, if you do not intend to join the Company, you shall have a right to inform your intentions any-time before your joining date.
6. **Verification:** As part of our process, we will conduct a reference check and antecedent verification of your medical records, and all the data or information produced by you before and during the interview process. If it is found at any time that any information furnished by you to the Company is incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

To accept the terms of this offer, you must communicate your acceptance on or before the acceptance deadline of five (5) days following the date of this letter, failing which this offer letter stands automatically revoked.

We are eager to welcome you to the family!

Yours truly,

For **Xpanxion International Pvt. Ltd.**



2021-08-27 12:14:06 IST

Ruchika Tanwar
Senior Manager – Talent Acquisition

Annexure A
LIST OF DOCUMENTS

- 1. Latest/updated Resume**
- 2. PAN Card (Mandatory)**
- 3. Identity Proof: (Any Two)**
 - a. Passport
 - b. AADHAR Card
 - c. Driving License
- 4. Current and Permanent Address Proof – (Any One)**
 - a. Electricity bill
 - b. Telephone bills
 - c. Corporation tax receipt
- 5. Educational Information: All documents**
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. School leaving and Domicile certificate
 - d. Graduation (if applicable): Semester (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - e. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
- 6. Professional Information: (as applicable)**
 - a. Previous employment offer letter
 - b. Previous employment Appointment letter
 - c. Previous employment Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
 - d. 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)
 - e. Last three (3) months salary slip/salary certificate/salary account bank statement.
- 7. Four (4) passport size photograph**

Annexure B

TOTAL COMPENSATION STATEMENT

Particulars	Monthly	Annual
Basic	15,000	180,000
House Rent Allowance	6,000	72,000
Leave Travel allowance	1,500	18,000
Education Allowance	200	2,400
*Meal Card	1,100	13,200
Professional Enrichment Allowance	7,500	90,000
*Training Allowance	2,500	30,000
*Travel/Infrastructure Allowance	500	6,000
Executive Allowance	8,679	104,142
*Contribution to NPS	1,500	18,000
*Company Contribution to Provident Fund	1,800	21,600
*Contribution to Gratuity	722	8,658
*Monthly Performance Incentive	3,000	36,000
Total Cost to Company (INR)	50,000	600,000

Important Notes:

- * The Meal Card amount will be deducted as per the option chose by the employee.
- *Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees 'Provident Fund & Miscellaneous Provisions Act, 1952
- ***Gratuity** will be applicable as per the Gratuity Act 1972.
- ***Training Allowance** will be tax free upon submission of valid proofs. It is provided to an employee for expense incurred on professional training related to their job profile which also includes expense made on the purchase of books and periodicals related to their job profile but excludes the Certification Reimbursement given by Employer.
- ***Travel/Infrastructure Allowance** – This allowance is fix in nature and either to be get utilized for commute to the office or in case of WFH, to set up the basic infrastructure for smooth functioning, such as but not limited to Power Back-up, Network, machines etc.
- ***Contribution to National Pension Scheme (NPS)** will be as per scheme and based upon the option chosen by associate.

7. *The term "Monthly Performance Incentive" means Bonus or any other term as construed or mentioned in 'Payment of Bonus Act' and is the statutory bonus payout for the purpose.
8. **Additional Company Provided Benefits:**
- (i) **Group Term Life Insurance (GTLI) Coverage:** You will be covered under the Companies Group Term Life Insurance. This provides Term Life Insurance to the employees. In case of unfortunate demise of the employee; the beneficiary or nominee will get a lump sum benefit equivalent to the employee's prevailing CTC.
 - (ii) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial* (*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to the Sum Insured. Also covers Temporary Total Disability as per prevailing clauses of Insurance Policy.
 - (iii) **Group Medical Insurance:** You and your family members (Spouse and Children maximum up to 2 and below age of 25) will get covered under Companies Group Mediclaim Insurance Program for Sum Insured of Rs.5 Lacs
- *Company holds the discretion to amend or withdraw the benefit provided under point 8
9. **Voluntary Parental Mediclaim Insurance:** Medical Insurance Premium will be deducted at actuals on pro-rata basis, as per the option chosen by the employee.



Computer - Branch
2022 Batch



25 August 2021

Hritik Munde

C-11, TPS Colony, Parli Vajjanath

Beed, Maharashtra - 431520

Subject: Offer of Employment

Dear Hritik,

We are pleased to offer you an employment at the post of **"Trainee Engineer"** in our company **Xpanxion International Pvt. Ltd.** (the **"Company"**).

Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the Company's procedures and processes.

1. We offer you this employment on the following terms and conditions:

- a) **Date of Joining:** **1 July 2022** or earlier, except if otherwise extended by the Company and communicated to you in writing.

Please submit all the documents mentioned in **Annexure A** at the time of joining.

On the day of joining, please come to the work location mentioned above at **10:00 AM**. Human Resources department will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.

- b) **Trial/ Probation Period: Six (6) months.** At the discretion of the Company, the probation period may be extended, if it is found that the services provided by you are not satisfactory.
- c) **Location:** You will be based in Pune. However, depending upon the company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
- d) **Remuneration:** Your Annual Cost to Company shall be **INR 6,00,000** subject to applicable statutory deductions. A detailed break up of your salary structure is provided in **Annexure B**.
- e) **Working Hours and Leave:** The normal working days will be [five (5) days] a week. You may be required to work in excess of the or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company.

2. **Confidentiality:** The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the

BlueConch Technologies is the global products and platform engineering services brand of Xpanxion International Pvt. Ltd.

Registered Office: XIPL, 1st Floor, Vismaya Building, Infopark, Kasumagiri, P.O. Kakkanad, Ernakulam, Kerala, India 682030

Corporate Office: XIPL, 4th Floor, Server Space, A.G. Technology Park, Off ITI Road, Aundh, Pune-411067

Tel: +91 20 4019 0500 | +91 20 6629 0500 **Web:** www.blueconchtech.com

CIN: U72200KL1998PTC046707

Confidential

Version: 1.0, May 2020

content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

3. All other detailed terms and conditions of your employment will be specified in the Appointment Letter, Invention Assignment and Confidentiality Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter, Invention Assignment and Confidentiality Agreement and Company Policies collectively form a part of your employment conditions.
4. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
5. The Company may revoke this offer of employment any-time before execution of the Appointment Letter. Similarly, after accepting this offer, if you do not intend to join the Company, you shall have a right to inform your intentions any-time before your joining date.
6. **Verification:** As part of our process, we will conduct a reference check and antecedent verification of your medical records, and all the data or information produced by you before and during the interview process. If it is found at any time that any information furnished by you to the Company is incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

To accept the terms of this offer, you must communicate your acceptance on or before the acceptance deadline of five (5) days following the date of this letter, failing which this offer letter stands automatically revoked.

We are eager to welcome you to the family!

Yours truly,

For **Xpanxion International Pvt. Ltd.**



2021-08-27 12:19:48 IST

Ruchika Tanwar
Senior Manager – Talent Acquisition

Annexure A LIST OF DOCUMENTS

- 1. Latest/updated Resume**
- 2. PAN Card (Mandatory)**
- 3. Identity Proof: (Any Two)**
 - a. Passport
 - b. AADHAR Card
 - c. Driving License
- 4. Current and Permanent Address Proof – (Any One)**
 - a. Electricity bill
 - b. Telephone bills
 - c. Corporation tax receipt
- 5. Educational Information: All documents**
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. School leaving and Domicile certificate
 - d. Graduation (if applicable): Semester (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - e. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
- 6. Professional Information: (as applicable)**
 - a. Previous employment offer letter
 - b. Previous employment Appointment letter
 - c. Previous employment Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
 - d. 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)
 - e. Last three (3) months salary slip/salary certificate/salary account bank statement.
- 7. Four (4) passport size photograph**

Annexure B

TOTAL COMPENSATION STATEMENT

Particulars	Monthly	Annual
Basic	15,000	180,000
House Rent Allowance	6,000	72,000
Leave Travel allowance	1,500	18,000
Education Allowance	200	2,400
*Meal Card	1,100	13,200
Professional Enrichment Allowance	7,500	90,000
*Training Allowance	2,500	30,000
*Travel/Infrastructure Allowance	500	6,000
Executive Allowance	8,679	104,142
*Contribution to NPS	1,500	18,000
*Company Contribution to Provident Fund	1,800	21,600
*Contribution to Gratuity	722	8,658
*Monthly Performance Incentive	3,000	36,000
Total Cost to Company (INR)	50,000	600,000

Important Notes:

- * The Meal Card amount will be deducted as per the option chose by the employee.
- *Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees 'Provident Fund & Miscellaneous Provisions Act, 1952
- ***Gratuity** will be applicable as per the Gratuity Act 1972.
- ***Training Allowance** will be tax free upon submission of valid proofs. It is provided to an employee for expense incurred on professional training related to their job profile which also includes expense made on the purchase of books and periodicals related to their job profile but excludes the Certification Reimbursement given by Employer.
- ***Travel/Infrastructure Allowance** – This allowance is fix in nature and either to be get utilized for commute to the office or in case of WFH, to set up the basic infrastructure for smooth functioning, such as but not limited to Power Back-up, Network, machines etc.
- ***Contribution to National Pension Scheme (NPS)** will be as per scheme and based upon the option chosen by associate.

7. *The term "Monthly Performance Incentive" means Bonus or any other term as construed or mentioned in 'Payment of Bonus Act' and is the statutory bonus payout for the purpose.

8. **Additional Company Provided Benefits:**

(i) **Group Term Life Insurance (GTLI) Coverage:** You will be covered under the Companies Group Term Life Insurance. This provides Term Life Insurance to the employees. In case of unfortunate demise of the employee; the beneficiary or nominee will get a lump sum benefit equivalent to the employee's prevailing CTC.

(ii) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme. This covers any injuries resulting out of any domestic or in transit accidents causing death or Permanent Total / Partial* (*based upon Insurance Policy Terms) Disability. The family members of employee or Employee would get the amount up to the Sum Insured. Also covers Temporary Total Disability as per prevailing clauses of Insurance Policy.

(iii) **Group Medical Insurance:** You and your family members (Spouse and Children maximum up to 2 and below age of 25) will get covered under Companies Group Mediclaim Insurance Program for Sum Insured of Rs.5 Lacs

*Company holds the discretion to amend or withdraw the benefit provided under point 8

9. **Voluntary Parental Mediclaim Insurance:** Medical Insurance Premium will be deducted at actuals on pro-rata basis, as per the option chosen by the employee.

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Computer Basics

2022 Butch

39

25 August 2021

Pooja Kaulge

42/4/7 Nagnath Kaulge, Vighnaharta Colony

Lane-4, Gokulnagar Lane-3

Katraj -Kondhwa Road, Pune - 411048

Subject: Offer of Employment

Dear Pooja,

We are pleased to offer you an employment at the post of **"Trainee Engineer"** in our company **Xpanxion International Pvt. Ltd.** (the **"Company"**).

Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the Company's procedures and processes.

1. We offer you this employment on the following terms and conditions:

- a) **Date of Joining: 1 July 2022** or earlier, except if otherwise extended by the Company and communicated to you in writing.

Please submit all the documents mentioned in **Annexure A** at the time of joining.

On the day of joining, please come to the work location mentioned above at **10:00 AM**. Human Resources department will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.

- b) **Trial/ Probation Period: Six (6) months.** At the discretion of the Company, the probation period may be extended, if it is found that the services provided by you are not satisfactory.
- c) **Location:** You will be based in Pune. However, depending upon the company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
- d) **Remuneration:** Your Annual Cost to Company shall be **INR 6,00,000** subject to applicable statutory deductions. A detailed break up of your salary structure is provided in **Annexure B**.
- e) **Working Hours and Leave:** The normal working days will be [five (5) days] a week. You may be required to work in excess of the or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company.

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BlueConch Technologies is the global products and platform engineering services brand of Xpanxion International Pvt. Ltd.

Registered Office: XIPL, 1st Floor, Vismaya Building, Infopark, Kasumagiri, P.O. Kakkanad, Ernakulam, Kerala, India 682030

Corporate Office: XIPL, 4th Floor, Server Space, A.G. Technology Park, Off ITI Road, Aundh, Pune-411067

Tel: +91 20 4019 0500 | +91 20 6629 0500 **Web:** www.blueconchtech.com

CIN: U72200KL1998PTC046707

Confidential

Version: 1.0, May 2020

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To accept the terms of this offer, you must communicate your acceptance on or before the acceptance deadline of five (5) days following the date of this letter, failing which this offer letter stands automatically revoked.

We are eager to welcome you to the family!

Yours truly,

For **Xpanxion International Pvt. Ltd.**



2021-08-27 13:55:03 IST

Ruchika Tanwar
Senior Manager – Talent Acquisition

Annexure A
LIST OF DOCUMENTS

- 1. Latest/updated Resume**
- 2. PAN Card (Mandatory)**
- 3. Identity Proof: (Any Two)**
 - a. Passport
 - b. AADHAR Card
 - c. Driving License
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- 7. Four (4) passport size photograph**

Annexure B

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Particulars	Monthly	Annual
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Education Allowance	200	2,400
*Meal Card	1,100	13,200
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(iii) **Group Medical Insurance:** You and your family members (Spouse and Children maximum up to 2 and below age of 25) will get covered under Companies Group Mediclaim Insurance Program for Sum Insured of Rs.5 Lacs

*Company holds the discretion to amend or withdraw the benefit provided under point 8

9. **Voluntary Parental Mediclaim Insurance:** Medical Insurance Premium will be deducted at actuals on pro-rata basis, as per the option chosen by the employee.



Computer - Branch
2022 Batch



(41)



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:31 PM
Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Siddharth Pendse <siddharth_pendse@persistent.com>
Date: Mon, Sep 6, 2021 at 2:52 PM
Subject: Persistent Results as on 6 Sep >> MIT WPU
To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
Cc: Campus <campus@persistent.com>

Hello Sir,

PFB the consolidated results till 23th of Aug. HR assessment will be scheduled at earliest. We will share the results of HR pending candidates result post their HR assessments.

Sr No	Full Name	email id	mobileNumber	PSL College	Package offered
1	Vaishnavi Soundane	vaishnavisoundane@gmail.com	8329482590	MIT WPU	4.71 LPA- Pending for HR Assessment
2	Riya Goyal	riyag6578@gmail.com	6377944133	MIT	4.71 LPA- Final Select
3	Aayush Kumaria	aayush.kumaria@gmail.com	9970288222	MIT	4.71 LPA- Final Select
4	Aman Patel	amanpatel3092@gmail.com	9834258523	MIT	4.71 LPA- Final Select
5	ABHISHEK SHARMA	skbr951753@gmail.com	9325593479	MIT	4.71 LPA- Final Select
6	Armaan Khan	ak705945@gmail.com	8668294284	MIT	4.71 LPA- Final Select
7	Aditya Dhenge	adityadhenge2000@gmail.com	9423404036	MIT	4.71 LPA- Final Select
8	Naitik Shah	shahnaitik425@gmail.com	9833878611	MIT	4.71 LPA- Final Select
9	Ankit Kumar	kumarankit3789@gmail.com	8999428163	MIT	4.71 LPA- Final Select
10	Mansi Manjrekar	mansi.manjrekar190@gmail.com	9764226874	MIT	4.71 LPA- Final Select
11	aman ranjan	amanranjan43@gmail.com	8539835845	MIT	4.71 LPA- Final Select
12	Shweta Pardeshi	shweta.pardeshi@gmail.com	9921132402	MIT	4.71 LPA- Final Select
13	Chirantan Joshi	jchirantan2001@gmail.com	9881515766	MIT	7.5 LPA Drona Pending
14	Prathmesh patil	patil7389797300@gmail.com	7389797300	MIT	4.71 LPA- Final Select
15	Rohit Patil	r.patil76549@gmail.com	9168349901	MIT	4.71 LPA- Final Select
16	Ritesh Rathod	rnathod16@gmail.com	7083421370	MIT WPU	4.71 LPA- Final Select
17	Aditya Mallik	adi.addy12@gmail.com	9460328648	MIT WPU	4.71 LPA- Final Select
18	Parth Yerane	parthyerane2001@gmail.com	8605426290	MIT WPU	4.71 LPA- Final Select

19	Abhilash Kumar	abhilashkumar1401@gmail.com	6205034497	MIT WPU	4.71 LPA- Final Select
20	Amit Nawale	amitnawale56@gmail.com	8956580818	MIT WPU	4.71 LPA- Final Select
21	Ashpak Patel	patelashpaklumia535@gmail.com	7743985231	MIT WPU	4.71 LPA- Final Select
22	Sagar Patil	sagarkpatil99@gmail.com	9158341555	MIT WPU	4.71 LPA- Final Select
23	Shreedhara Wankhede	shreedharawankhede19@gmail.com	7620807398	MIT WPU	4.71 LPA- Final Select
24	Satish Kanhale	satishkanhale101@gmail.com	7517534427	MIT WPU	4.71 LPA- Final Select
25	Mansi pisal	pisalmansi1305@gmail.com	8369662724	MIT WPU	4.71 LPA- Pending for HR Assessment
26	Suraj Bhairat	surajbhairat@gmail.com	7057523277	MIT WPU	4.71 LPA- Final Select
27	Abhishek Dhakne	abhidhakne@gmail.com	9822629674	MIT WPU	4.71 LPA- Final Select
28	Ashish Sharma	ashish01web@gmail.com	9027290058	MIT WPU	4.71 LPA- Final Select
29	Ashutosh Kumar	ashutoshgupta859@gmail.com	7903489291	MIT WPU	4.71 LPA- Final Select
30	Darshan Mantri	darshanmantri01@gmail.com	9824204011	MIT WPU	4.71 LPA- Final Select
31	Gaurav Kalje	gauravkalje8@gmail.com	7448097278	MIT WPU	4.71 LPA- Final Select
32	Gouri Ajmire	ajmiregouri@gmail.com	9370557259	MIT WPU	4.71 LPA- Final Select
33	Harshal Bharre	harshalhero100@gmail.com	9767110117	MIT WPU	4.71 LPA- Final Select
34	Hritik Munde	hritik16munde@gmail.com	9373328285	MIT WPU	4.71 LPA- Final Select
35	Akshay Mastud	akshaymastud2@gmail.com	7057643469	MIT WPU	4.71 LPA- Pending for HR Assessment
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Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Thu, Dec 23, 2021 at 3:31 PM
 Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
 To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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 Date: Mon, Sep 6, 2021 at 2:52 PM
 Subject: Persistent Results as on 6 Sep >> MIT WPU
 To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
 Cc: Campus <campus@persistent.com>

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Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
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Mon, Jan 17, 2022 at 3:13 PM

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 To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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Mon, Jan 17, 2022 at 3:13 PM

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Fwd: APISERO_2022 passing-out batch selections

1 message

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

Sat, Mar 26, 2022 at 10:53 AM

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

From: **Tatsat Upadhyay** <tatsat.upadhyay@apisero.com>

Date: Fri, Aug 27, 2021 at 10:10 PM

Subject: Re: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch

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>

Hi Dr Mali,

Please find the below final selects till now , including previous 3 , awaiting for the response from your end for their joining date .

Candidate Name	Designation	Salary	Proposed Date of Joining
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Adsul	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Kalbande	Software Engineer	5.1 LPA	17th Sept , 2021
Sushant Nikam	Software Engineer	5.1 LPA	17th Sept , 2021
Aniket Dattatraya Kulkarni	Software Engineer	5.1 LPA	17th Sept , 2021
Vijaykumar Deshmukh	Software Engineer	5.1 LPA	17th Sept , 2021

Tatsat Upadhyay

Head , Campus Recruitment / Snowflake Hiring
Apisero

e: tatsat.upadhyay@apisero.com

w: www.apisero.com

On Thu, Aug 26, 2021 at 3:42 PM Tatsat Upadhyay <tatsat.upadhyay@apisero.com> wrote:
Hi Dr Mali ,

Please find the below names who are selected in the final round till now from the first phase of the final round .
Please confirm on their availability to Join on 24th September which is our next joining date .

Candidate Name	Designation	Salary
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA

Sumit Adsul	Software Engineer	5.1 LPA
Sumit Kalbande	Software Engineer	5.1 LPA



Tatsat Upadhyay
Head , Campus Recruitment / Snowflake Hiring
Apisero

e: tatsat.upadhyay@apisero.com
w: www.apisero.com

Fwd: APISERO_2022 passing-out batch selections

1 message

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

Sat, Mar 26, 2022 at 10:53 AM

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

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

From: **Tatsat Upadhyay** <tatsat.upadhyay@apisero.com>

Date: Fri, Aug 27, 2021 at 10:10 PM

Subject: Re: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch

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>

Hi Dr Mali,

Please find the below final selects till now , including previous 3 , awaiting for the response from your end for their joining date .

Candidate Name	Designation	Salary	Proposed Date of Joining
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Adsul	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Kalbande	Software Engineer	5.1 LPA	17th Sept , 2021
Sushant Nikam	Software Engineer	5.1 LPA	17th Sept , 2021
Aniket Dattatraya Kulkarni	Software Engineer	5.1 LPA	17th Sept , 2021
Vijaykumar Deshmukh	Software Engineer	5.1 LPA	17th Sept , 2021



Tatsat Upadhyay

Head , Campus Recruitment / Snowflake Hiring
Apisero

e: tatsat.upadhyay@apisero.com

w: www.apisero.com

On Thu, Aug 26, 2021 at 3:42 PM Tatsat Upadhyay <tatsat.upadhyay@apisero.com> wrote:

Hi Dr Mali ,

Please find the below names who are selected in the final round till now from the first phase of the final round .
Please confirm on their availability to Join on 24th September which is our next joining date .

Candidate Name	Designation	Salary
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA

Sumit Adsul	Software Engineer	5.1 LPA
Sumit Kalbande	Software Engineer	5.1 LPA



Tatsat Upadhyay
Head , Campus Recruitment / Snowflake Hiring
Apisero

e: tatsat.upadhyay@apisero.com
w: www.apisero.com



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: MIT-WPU,Pune: IBM ISDL
 1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:16 PM

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

From: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>
 Date: Thu, Dec 23, 2021 at 4:17 PM
 Subject: Fwd: MIT-WPU,Pune: IBM ISDL
 To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Thu, Dec 23, 2021 at 4:10 PM
 Subject: Fwd: MIT-WPU,Pune: IBM ISDL
 To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: B Srinivasa Srulay1 <B.Srinivasa.Srulay1@ibm.com>
 Date: Tue, Sep 7, 2021 at 3:30 PM
 Subject: RE: MIT-WPU,Pune: IBM test link issue IBM Campus Hiring - 2022 Batch - (2022 batch)
 To: <hemant.mali@mitwpu.edu.in>
 Cc: <anil.pacha@mitaoe.ac.in>, Naveen Ramaiah <naramaia@in.ibm.com>, <engg.placements@mitwpu.edu.in>

Hi Sir,

Thanks for the update.

Further to this we would to extend offer to the following candidate. Please provide candidate confirmation by 4 PM today and reserve these candidates for IBM.

Candidate Full Name (as per EAF)	IBM Reference Number	College	GOM Mail Id	Highest Qualification(Pursuing)	Highest Qualification Branch	Role	Candidate Acceptance
Vaishnavi Dattatray Soundane	6543660	MIT Pune	vaishnavisoundane@gmail.com	B. Tech	Computer Science & Engineering	Dual (Internship+Full Time)	
Harshit Jain	6541351	MIT Pune	harshit1611@gmail.com	B. Tech	Computer Science & Engineering	Dual (Internship+Full Time)	

Thanks & Regards,

B Srinivasa Srulay

Talent Acquisition Partner, Campus Hiring

Mobile: +91 7416530160 E-mail: B.Srinivasa.Srulay1@ibm.com

----- Original message -----

From: B Srinivasa Srulay1/India/IBM
 To: hemant.mali@mitwpu.edu.in
 Cc: anil.pacha@mitaoe.ac.in, engg.placements@mitwpu.edu.in, Naveen Ramaiah/India/IBM
 Subject: Re: [EXTERNAL] Re: MIT-WPU,Pune: IBM test link issue IBM Campus Hiring - 2022 Batch - (2022 batch)
 Date: Tue, Sep 7, 2021 1:15 PM

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Thanks & Regards,

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Mobile: +91 7416530160 E-mail: B.Srinivasa.Srulay1@ibm.com

----- Original message -----

From: "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>
 To: "B Srinivasa Srulay1" <B.Srinivasa.Srulay1@ibm.com>
 Cc: anil.pacha@mitaoe.ac.in, engg.placements@mitwpu.edu.in, "Naveen Ramaiah" <naramaia@in.ibm.com>
 Subject: [EXTERNAL] Re: MIT-WPU,Pune: IBM test link issue IBM Campus Hiring - 2022 Batch - (2022 batch)
 Date: Mon, Sep 6, 2021 5:56 PM

This Message is From an External Sender
 This message came from outside your organization.

Dear Srulay,

Thank you for your email.

The below candidate got placed recently. Hence, she is not available for your esteemed organization as per our Placement policy (one student one offer). Request you to exclude her name from your selection list.

Disha Bajaj	5612711	MIT Pune	dishabajaj2000@gmail.com	B. Tech	Computer Science & Engineering	Dual
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All the below 3 students have confirmed their acceptance.

Candidate Full Name (as per EAF)	IBM Reference Number	College	GOM Mail Id	Highest Qualification(Pursuing)	Highest Qualification Branch	Role	Candidate Acceptance
Akanksha Sheshrao Ghatole	6544227	MIT Pune	asghatole@mitaoe.ac.in	B. Tech	Computer Science & Engineering	Dual	Accepted
Abhijeet Jha	6540741	MIT Pune	abhijeetjha916@gmail.com	B. Tech	Computer Science & Engineering	Dual	Accepted
Saurabh Sunil Wani	6544153	MIT Pune	saurabhwani52000@gmail.com	B. Tech	Computer Science & Engineering	Dual	Accepted

We thank you once again and look forward to a long-term and symbiotic association with your esteemed organization.

With warm regards,

Dr. Hemant Mall
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.mall@mitwpu.edu.in
Website: <https://mitwpu.edu.in/>
Board No. 020-67473400 - Ext.3698/3133
WPU Logo for Email Signature (002)

On Mon, Sep 6, 2021 at 2:53 PM B Srinivasa Sruray1 <B.Srinivasa.Sruray1@ibm.com> wrote:
Hi Sir,

As per below trail mail I understand that 2 candidates are already shared & you allow them for internship. Sharing consolidated list of candidates shortlisted for Dual offer. Please provide candidate acceptance on priority.

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Saurabh Sunil Wani	6544153	MIT Pune	saurabhwani52000@gmail.com	B. Tech	Computer Science & Engineering	Dual	

Thanks & Regards,

B Srinivasa Sruray

Talent Acquisition Partner, Campus Hiring

Mobile: +91 7416530160 E-mail: B.Srinivasa.Sruray1@ibm.com

On Fri, Sep 3, 2021 at 6:21 PM B Srinivasa Sruray1 <B.Srinivasa.Sruray1@ibm.com> wrote:
Hi Sir,

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Disha Bajaj	5612711	MIT Pune	dishabajaj2000@gmail.com	9772038378	Dual (Internship+Full Time)

Thanks & Regards,

B Srinivasa Sruray

Talent Acquisition Partner, Campus Hiring

Mobile: +91 7416530160 E-mail: B.Srinivasa.Sruray1@ibm.com



With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049
Email: dean.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in

Fwd: MIT-WPU,Pune: IBM ISDL

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With warm regards,

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Assistant Director- Career Services, Centre for Industry-Academia Partnerships
Dr. Vohwanath Karad MIT World Peace University
S.No.124, Paud Road, Kolhurd, 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
WPU Logo for Email Signature (002)

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Talent Acquisition Partner, Campus Hiring

Mobile: +91 7416530160 E-mail: B.Srinivasa.Sruijay1@ibm.com

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Thanks & Regards,

B Srinivasa Sruijay

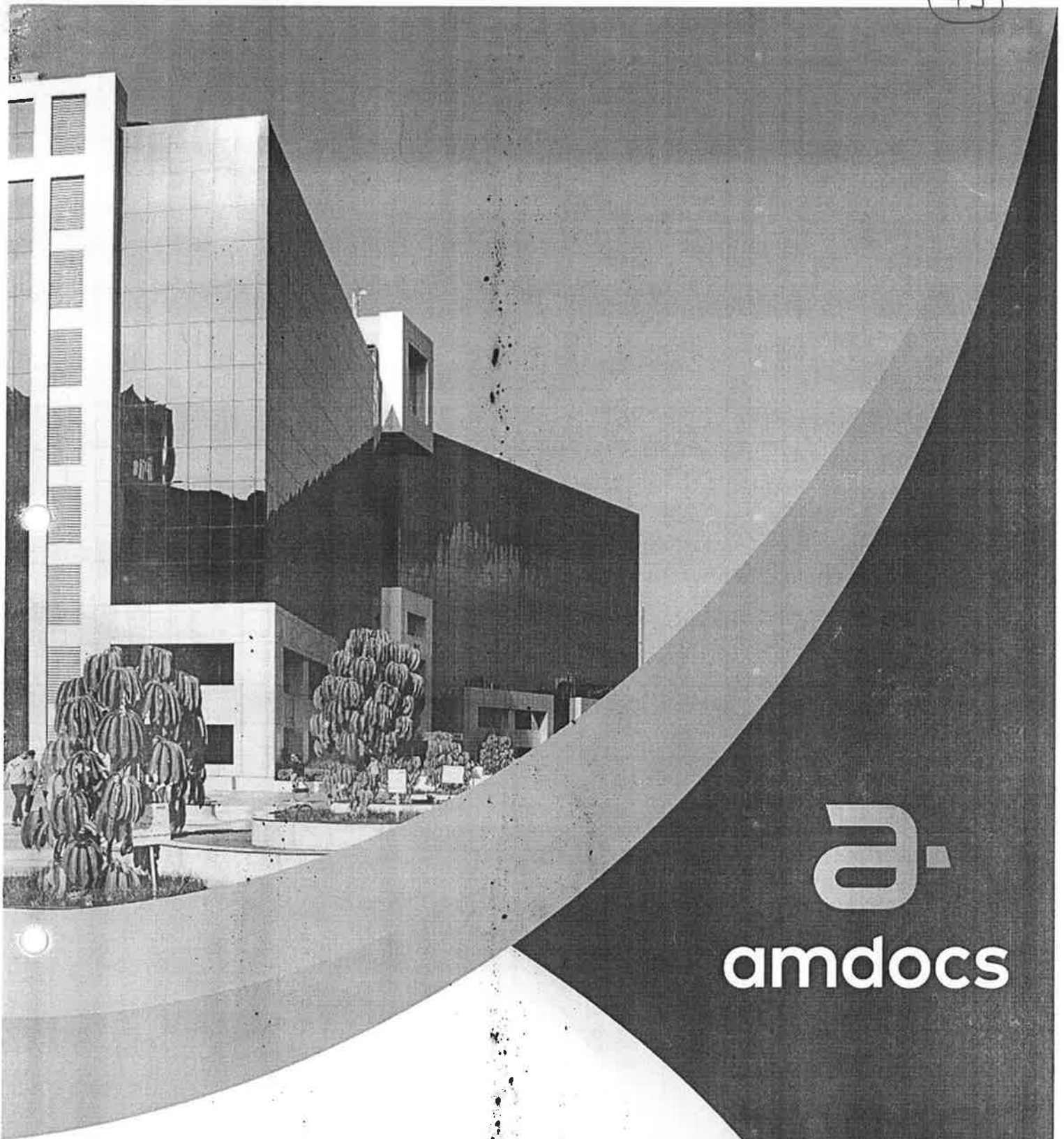
Talent Acquisition Partner, Campus Hiring

Mobile: +91 7416530160 E-mail: B.Srinivasa.Sruijay1@ibm.com



With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049
Email: dean.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in



amdocs

EMPLOYMENT
AGREEMENT



Dear **Abhishek**,

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: December 13, 2021
Mr. Abhishek Nityanand Gadge



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-2022** ("Start Date").

1. Employment terms: Compensation; Benefits

(a) Position 	Software Engineering Associate
(b) Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus, (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g) Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) Maternity Benefits 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii) 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.

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/or its customer relationships. If you leave early without seeking such approval, or despite the fact that an approval was not granted, you shall reimburse to Amdocs an amount equivalent to your salary for the unexpired portion of the notice period, and by signing herein you irrevocably authorize Amdocs to offset or deduct such amount against any amounts owed to you by Amdocs.
- (d) Amdocs reserves the right to (i) terminate your employment by paying you the equivalent of all or part of the prior notice period in lieu thereof; or (ii) instruct you not to attend work during the prior notice period or any part thereof.
- (e) Notwithstanding the above, Amdocs may terminate your employment with immediate effect, without notice or salary in lieu thereof, for any misconduct in your part, including but not limited to the following:
- Disloyalty, dishonesty, misrepresentation or breach of integrity;
 - Embezzlement, misappropriation, misuse or causing damage to Amdocs property;
 - Indiscipline, disobedience, irregular attendance, absconding;
 - Negligence of duty;
 - Breach of confidentiality;
 - Conviction of criminal offence;
 - 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: Monday, December 20, 2021 11:16 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Abhishek Nityanand Gadge**, 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

Mr. Abhishek Nityanand Gadge

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

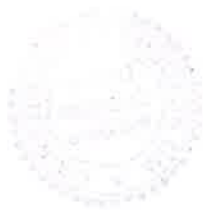
Talent Acquisition Manager

Signature

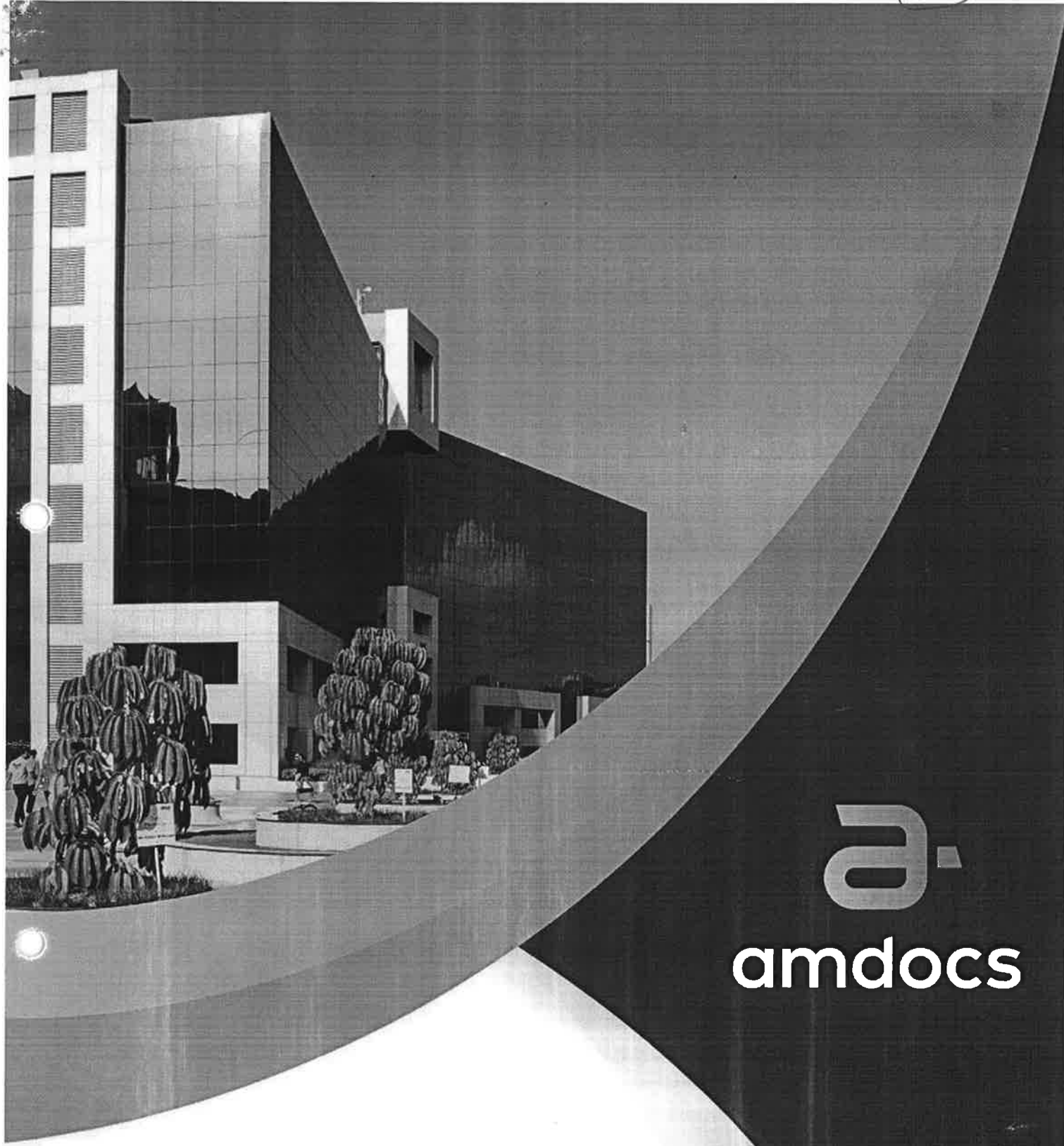
**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



Computer Board
2022 Batch



Head Corporate Systems
Ministry of Education
Government of India



a.
amdocs

EMPLOYMENT AGREEMENT



Dear **Abhishek**,

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: December 13, 2021
Mr. Abhishek 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-2022**("Start Date").

1. Employment Terms: Compensation: Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Abhishek 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.

Mr. Abhishek Patro

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Tuesday, December 28, 2021 2:00 PM --

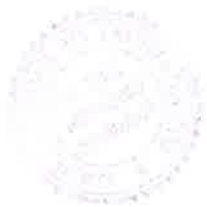
Talent Acquisition Manager

Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.

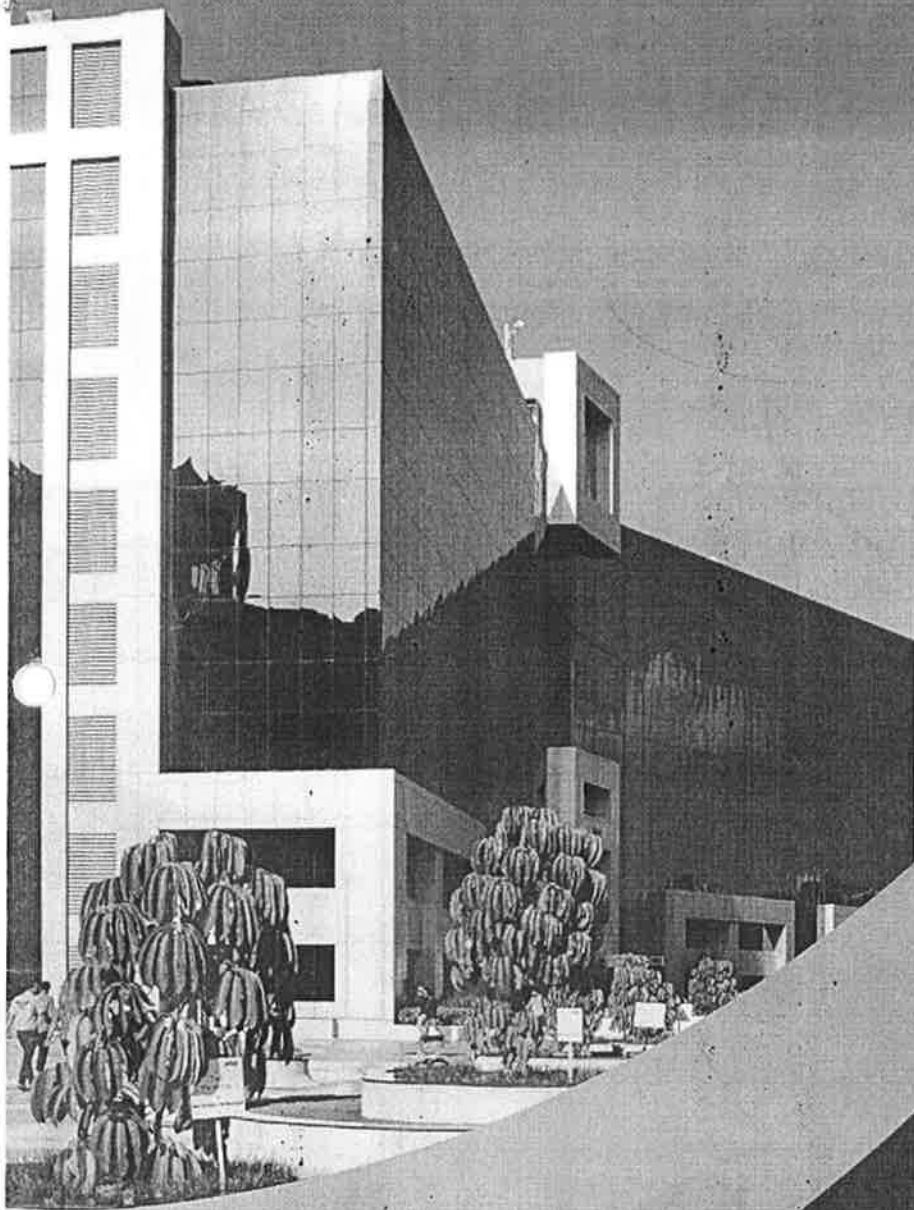


Computer Branch
2022 Batch



Head Corporate Relations
KJ Somaiya Institute of Engineering & Technology
Karnataka State University
Bangalore - 560 075

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amdocs

EMPLOYMENT AGREEMENT



Dear **Ashnisha**,

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: December 13, 2021
Ms. Ashnisha Rajendra Doundkar



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-2022** ("Start Date").

1. Employment Terms: Compensation: Benefits

(a) Position 	Software Engineering Associate
(b) Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and International travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240,000.00 2. House Rent Allowance - INR 240,000.00 3. Provident Fund (employer contribution) - INR 28,800.00 4. Leave Travel Allowance - INR 91,200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g) Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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/or 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: Monday, December 20, 2021 11:16 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Ashnisha Rajendra Doundkar**, 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 understanding 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. Ashnisha Rajendra Doundkar

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Signature

**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



computer - Branch

2022 Batch



Head Corporate Relation
MIT Academy of Engineering
Alumni (D), Pw - 412 101



a.
amdocs

EMPLOYMENT AGREEMENT



Dear **Jatan**,

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: December 13, 2021
Mr. Jatan Jayesh Patel



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-2022** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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/or 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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Jatan Jayesh Patel**, 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. Jatan Jayesh Patel

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Signature

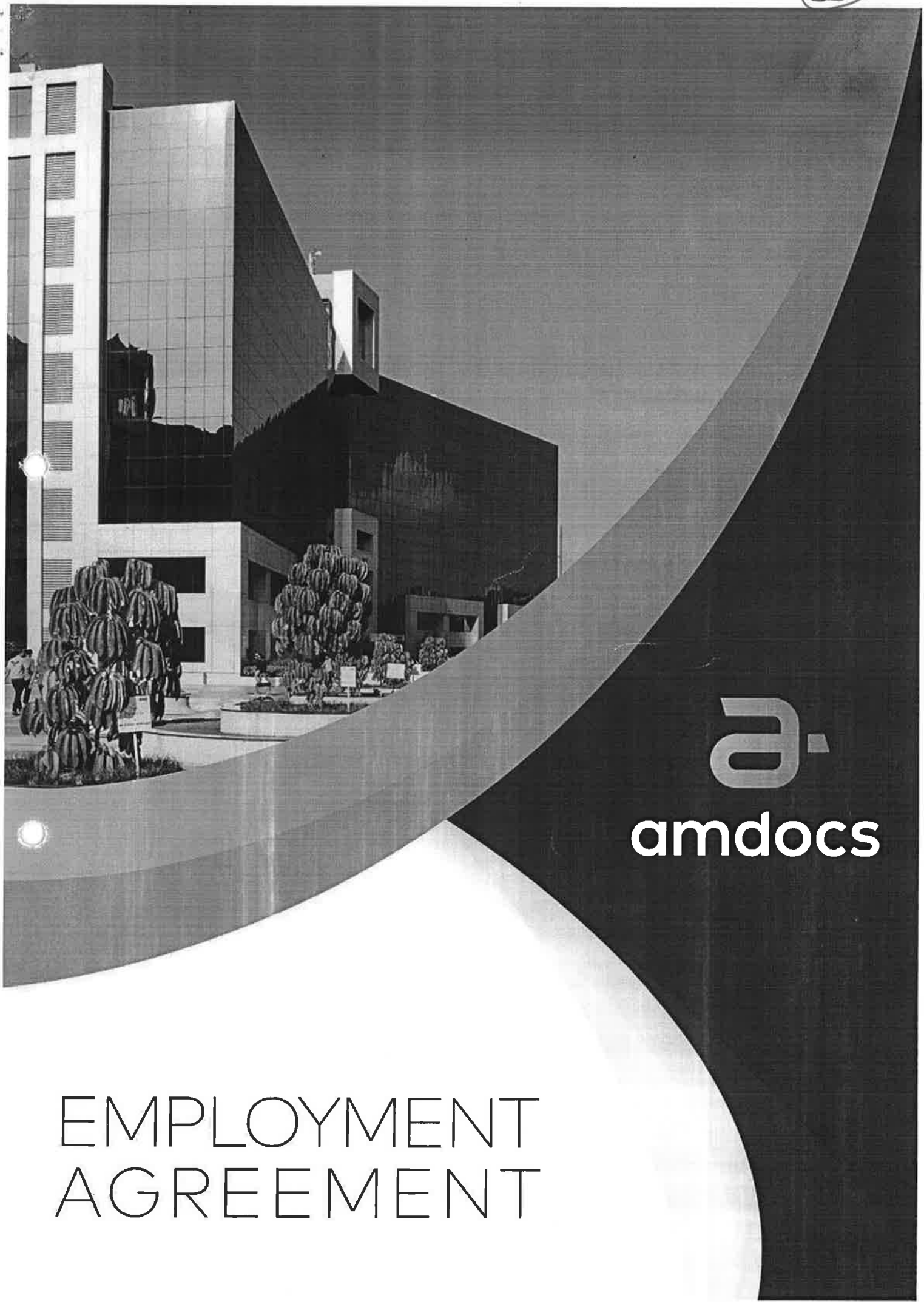
**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



Computer Branch
2022 Batch



Head Corporate Relations
MIT Academy of Engineering
Aland (D.J.P. - A.T. 2022)



amdocs

EMPLOYMENT AGREEMENT



*Dear **Joel**,*

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: December 13, 2021
Mr. Joel Eldoe



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-2022** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Joel Eldoe**, 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. Joel Eldoe

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA

Date: Tuesday, December 28, 2021 2:00 PM

Talent Acquisition Manager

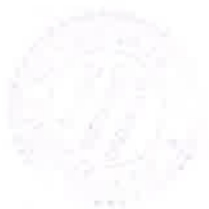
Signature

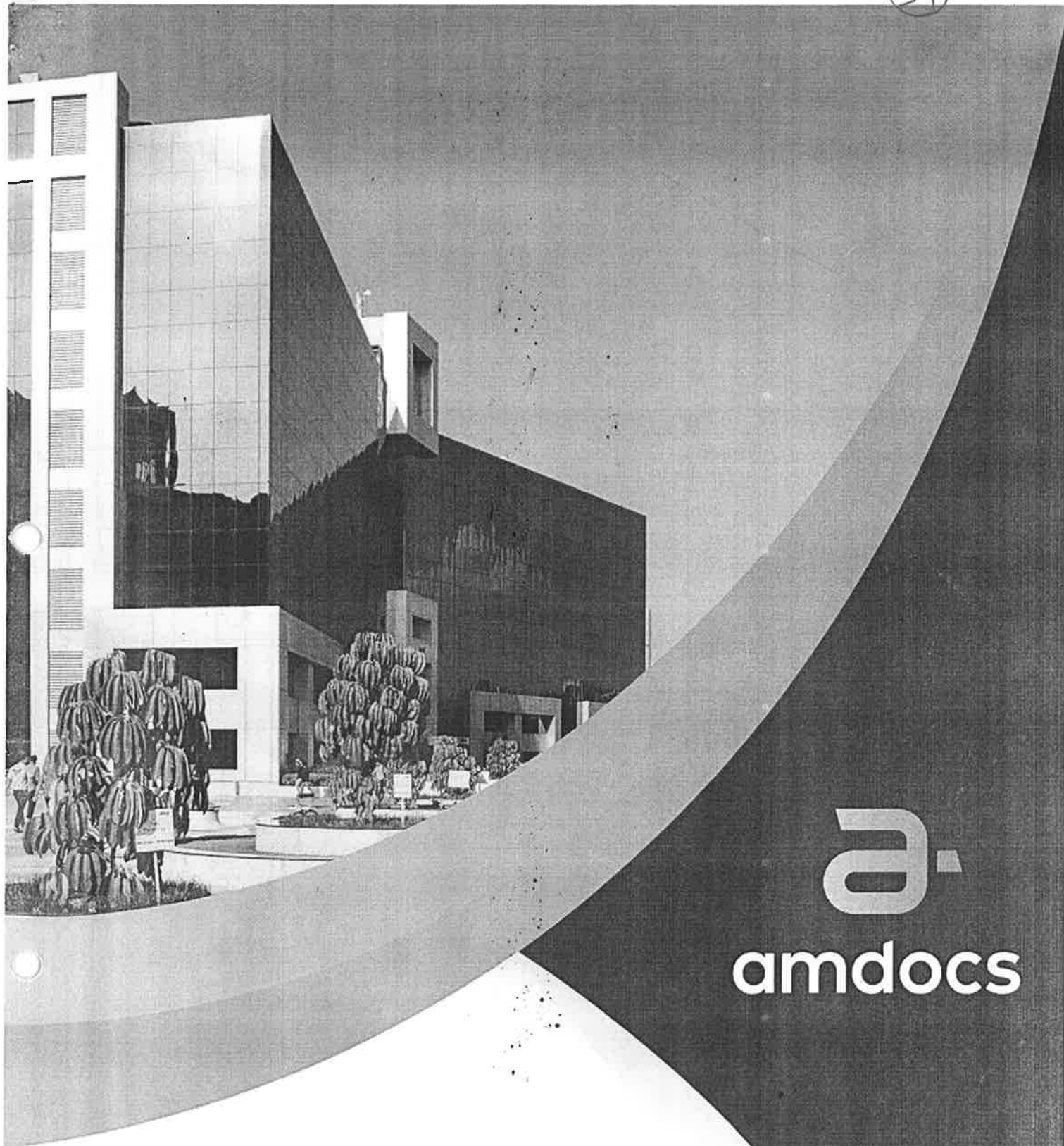
Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Computer Branch
2022 Batch

These Corporate Relations
are hereby signed
and dated





EMPLOYMENT AGREEMENT



Dear **Kritika**,

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: December 13, 2021
Ms. Kritika Singh



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-2022** ("Start Date").

1. Employment Terms: Compensation: Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune, India . <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

4. End of Employment

- (a) The first **one year** of your employment are considered a probation period. Amdocs reserves the right to extend your probation period beyond this initial term. During the probation period, Amdocs may terminate your employment upon **30 days'** prior notice.
- (b) Each party may terminate this agreement at any time by giving the other party a **90 days'** prior written notice. During the notice period, you shall continue to perform your position and attend work, and perform any additional handover and other duties, as instructed.
- (c) If you resign and wish to leave your employment prior to the completion of your notice period, you must ask for Amdocs' approval, ~~considering it may negatively impact Amdocs' work continuity and/or cause damage to Amdocs and/r its customer relationships.~~ If you leave early without seeking such approval, or despite the fact that an approval was not granted, you shall reimburse to Amdocs an amount equivalent to your salary for the unexpired portion of the notice period, and by signing herein you irrevocably authorize Amdocs to offset or deduct such amount against any amounts owed to you by Amdocs.
- (d) Amdocs reserves the right to (i) terminate your employment by paying you the equivalent of all or part of the prior notice period in lieu thereof, or (ii) instruct you not to attend work during the prior notice period or any part thereof.
- (e) Notwithstanding the above, Amdocs may terminate your employment with immediate effect, without notice or salary in lieu thereof, for any misconduct in your part, including but not limited to the following:
- Disloyalty, dishonesty, misrepresentation or breach of integrity;
 - Embezzlement, misappropriation, misuse or causing damage to Amdocs property;
 - Indiscipline, disobedience, irregular attendance, absconding;
 - Negligence of duty;
 - Breach of confidentiality;
 - Conviction of criminal offence;
 - 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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Kritika Singh**, 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

Ms. Kritika Singh

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Signature

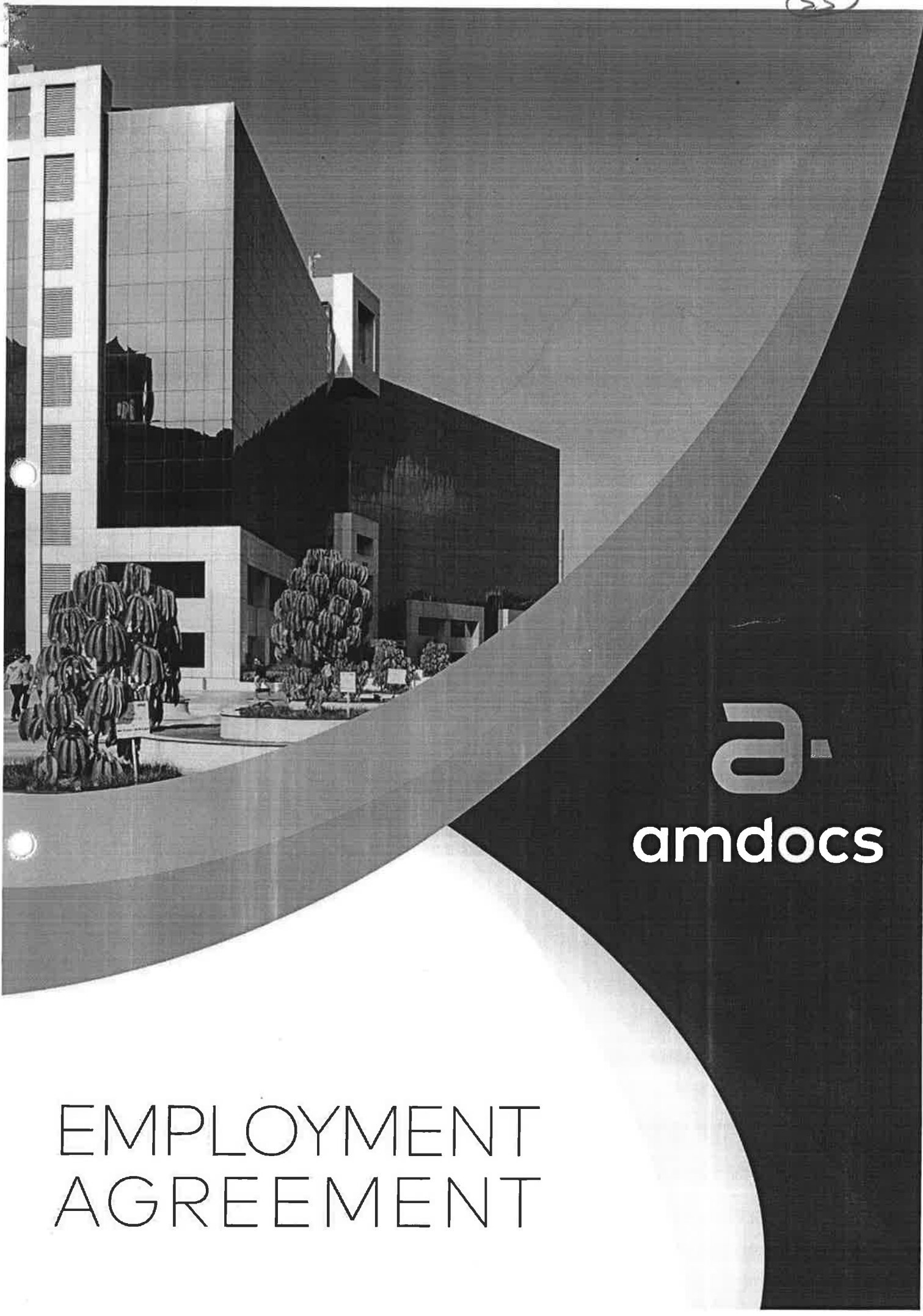
Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105



Computer ~~10~~ Branch
2022 Batch



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amdocs

EMPLOYMENT AGREEMENT



Dear **Sohel**,

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: December 13, 2021
Mr. Sohel Salim Sayyed



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-2022**("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) Maternity Benefits 	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.

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/or 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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Sohel Salim Sayyed**, 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. Sohel Salim Sayyed

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Tuesday, December 28, 2021 2:00 PM -

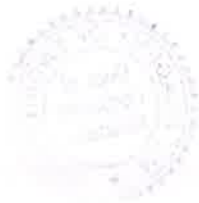
Talent Acquisition Manager

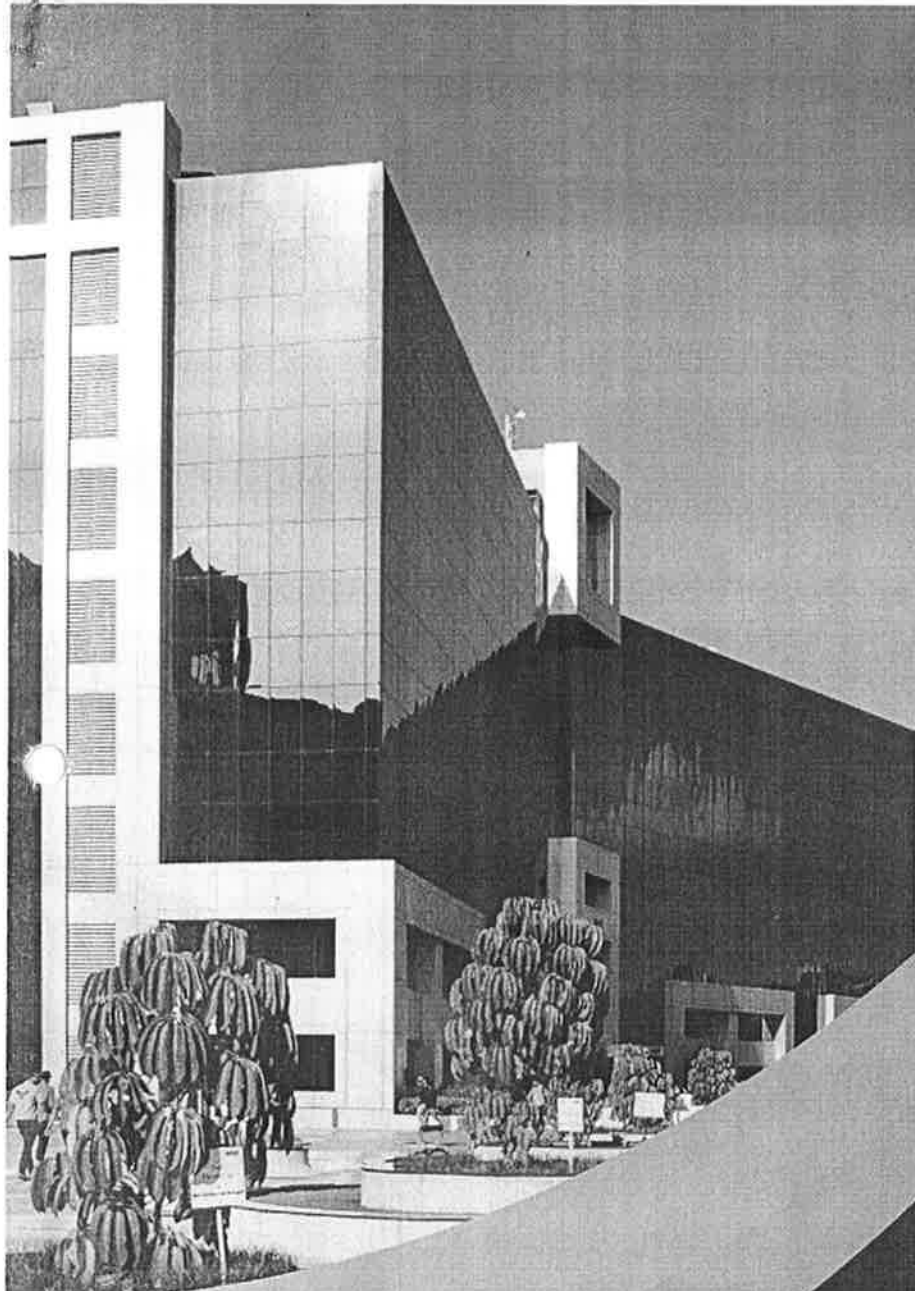
Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Computer Branch
2022 Batch





a.
amdocs

EMPLOYMENT AGREEMENT



Dear **Tanishq**,

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: December 13, 2021
Mr. Tanishq Deepak Kate



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-2022** ("Start Date").

1. Employment Terms: Compensation: Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment, after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Tanishq Deepak Kate**, 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: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Mr. Tanishq Deepak Kate

Signature

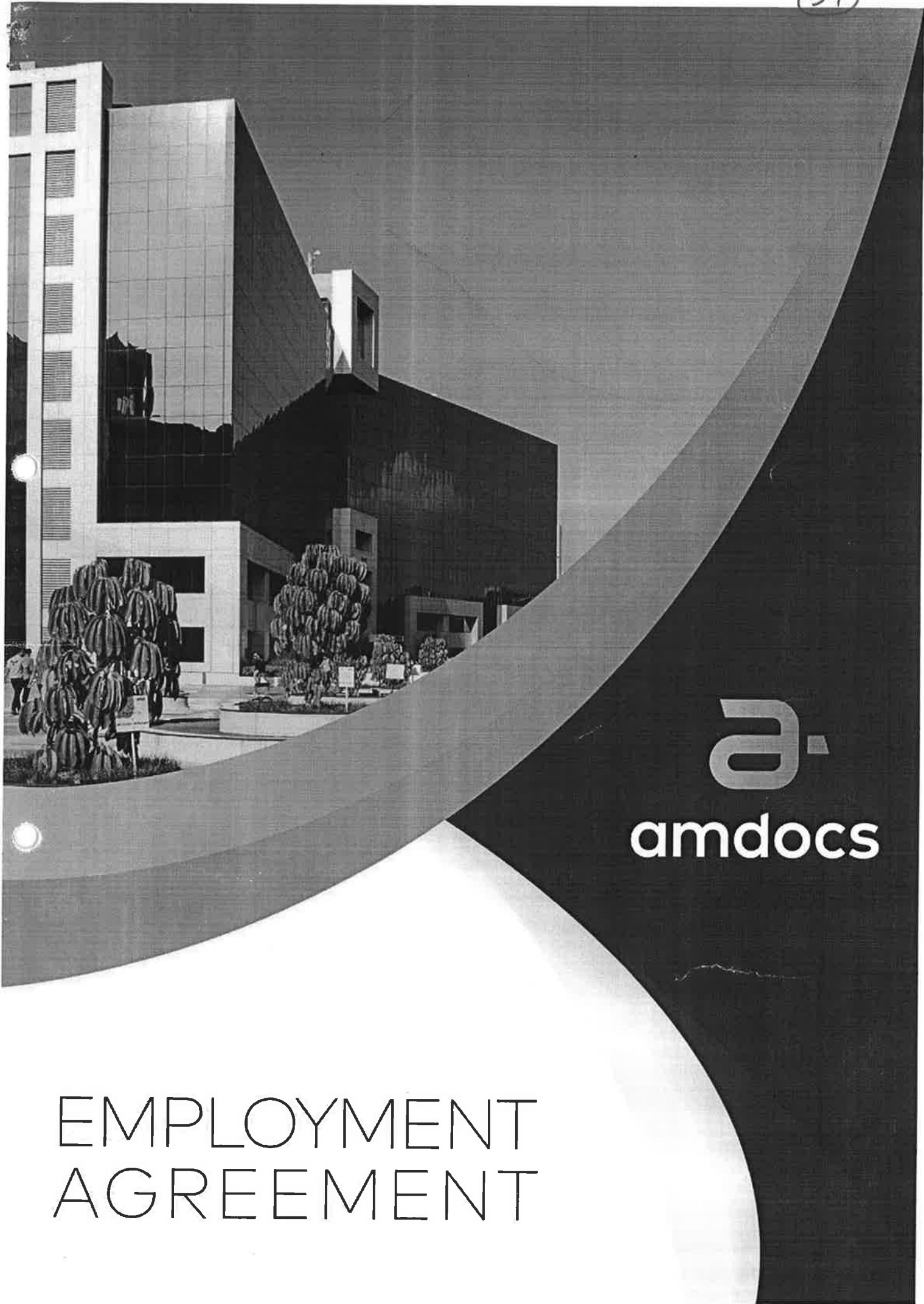
Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Computer Branch
2022 Batch



Head Corporate Relations
MIT Academy of Engineering
Alapatt (D.J. Fune 415



amdocs

EMPLOYMENT AGREEMENT



Dear **Uddesh**,

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: December 13, 2021
Mr. Uddesh Shalik 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-2022** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) Maternity Benefits 	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.

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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Uddesh Shalik 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.

Mr. Uddesh Shalik Shinde

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Tuesday, December 28, 2021 2:00 PM~

Talent Acquisition Manager

Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.

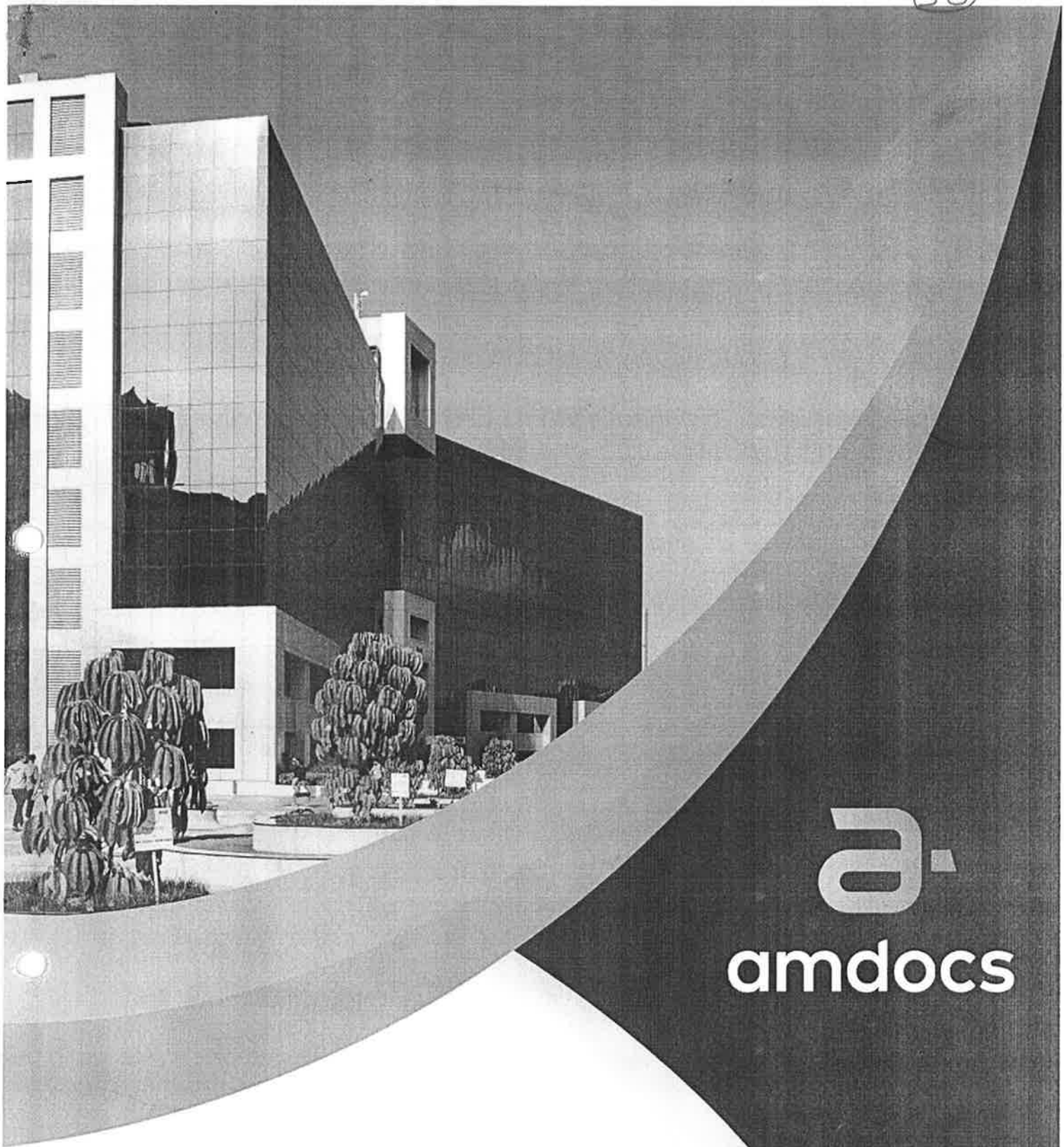


Computer Branch

2022 Budget



Head Computer Branch
Mr. [Name] 1234
[Address] 1234



amdocs

EMPLOYMENT AGREEMENT



Dear **Virendra**,

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: December 13, 2021
Mr. Virendra Balasaheb Chaure



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-2022**("Start Date").

1. Employment Terms: Compensation: Benefits

(a) Position 	Software Engineering Associate
(b) Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g) Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also, be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii)	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.

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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Virendra Balasaheb Chaure**, 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

Mr. Virendra Balasaheb Chaure

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

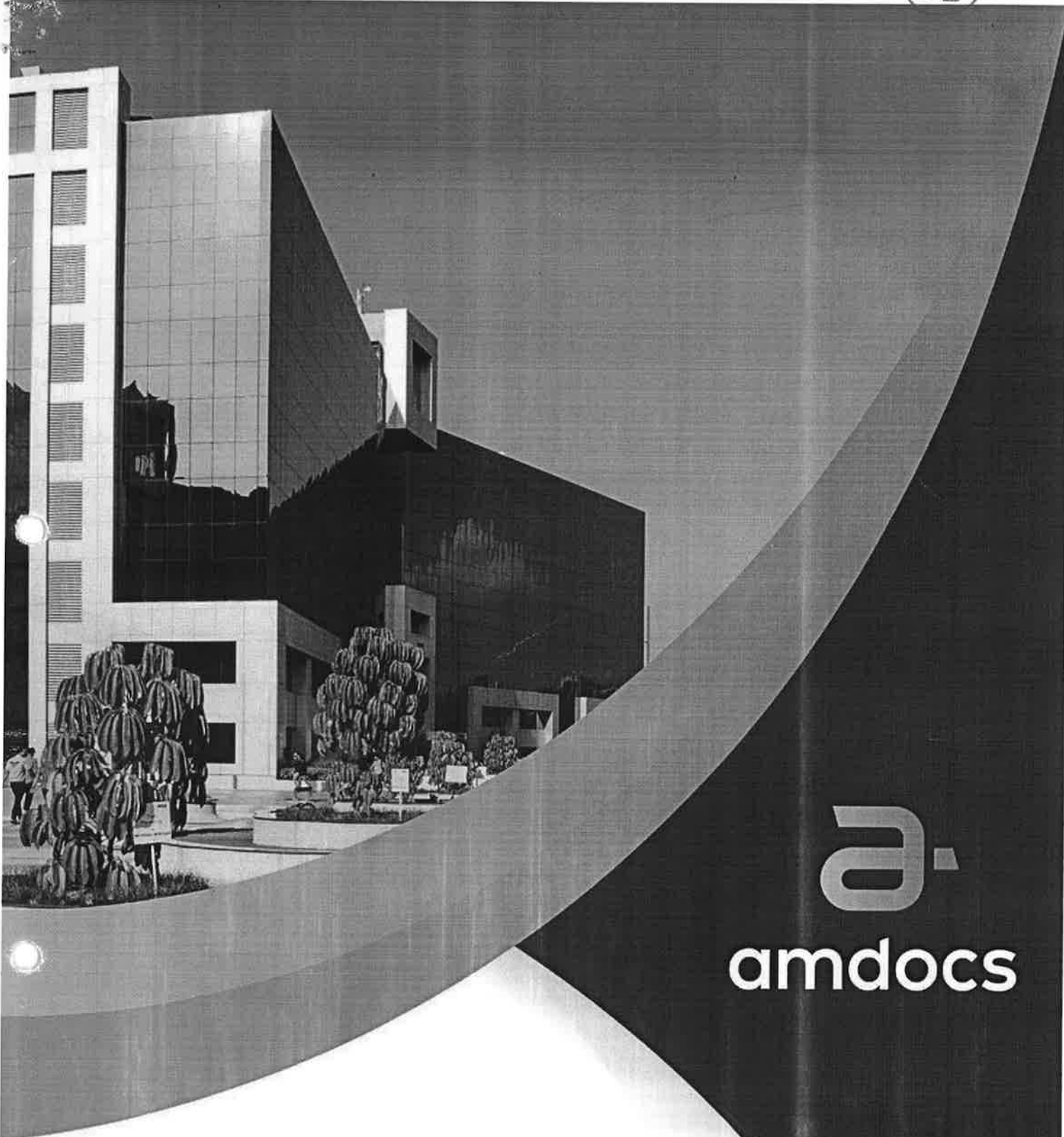
Talent Acquisition Manager

Signature

**Head Corporate Relations,
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



Computer Branch
2022 Batch



amdocs

EMPLOYMENT AGREEMENT



Dear **Vrunda**,

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: December 13, 2021
Ms. Vrunda Pandurang Fatangade



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-2022** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Vrunda Pandurang Fatangade**, 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. Vrunda Pandurang Fatangade

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Tuesday, December 28, 2021 2:00 PM

Talent Acquisition Manager

Signature

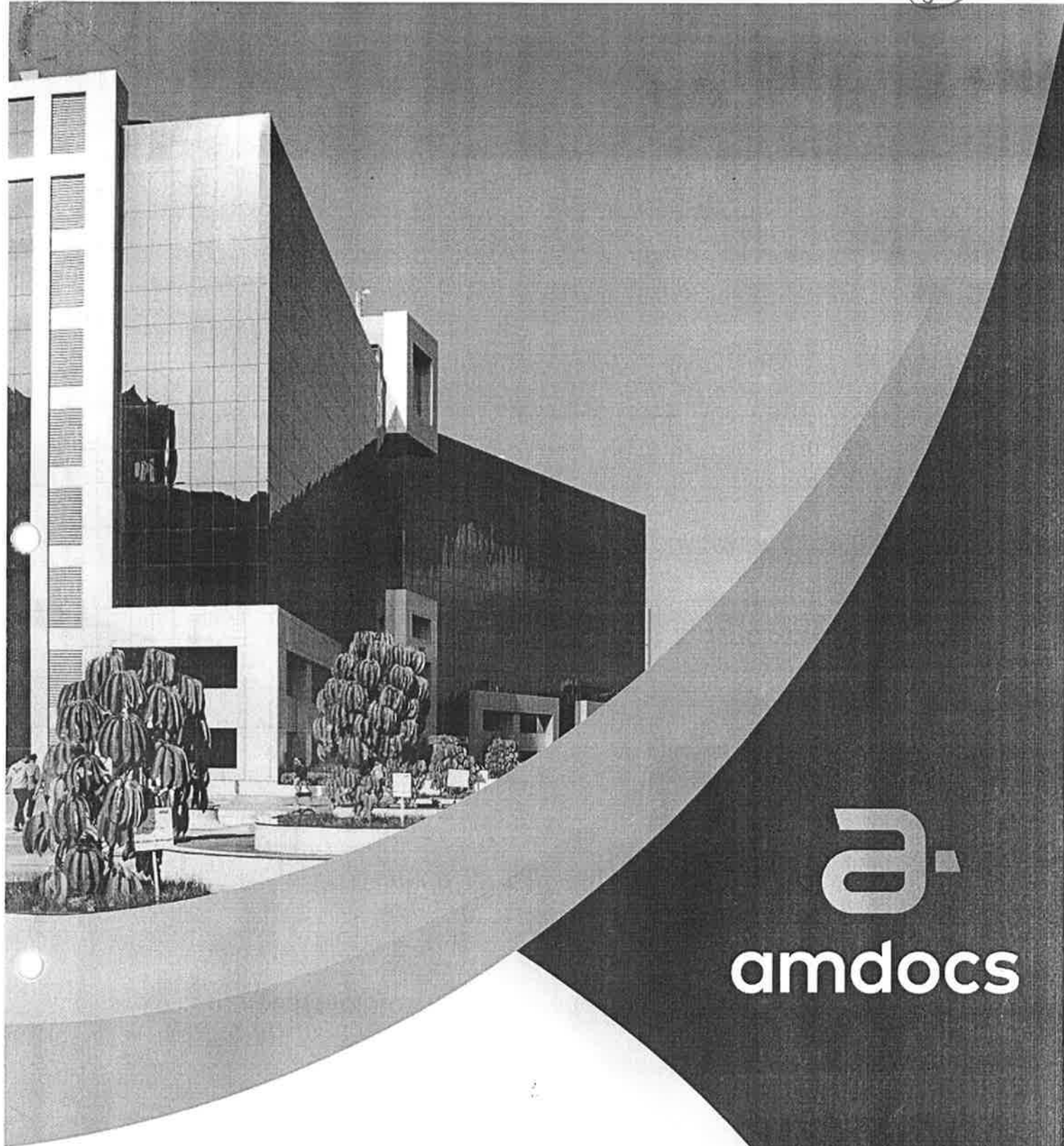
Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Computer Branch

2022 Batch





amdocs

EMPLOYMENT AGREEMENT



Dear **Yadnesh**,

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: December 13, 2021
Mr. Yadnesh Sanjay Chaudhari



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-2022**("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) Maternity Benefits 	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.

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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Yadnesh Sanjay Chaudhari**, 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. Yadnesh Sanjay Chaudhari

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Signature

**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



Computer Branch
2022 Batch



Lead Corporate Relations
MIT Academy of Engineering
Vandal (D), Pune-412 105.

Campus Hiring Connect | FY- 2022 | MIT Academy of Engineering

Pranali Jadhav <pranali.jadhav@blazeclan.com>

Mon, Sep 13, 2021 at 8:55 PM

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>

Cc: Ilham Mulla <ilham.mulla@blazeclan.com>

Hello Pramod,

Thanks for having us invited this year for the campus hiring. PFB the final list of 6 students who have been selected through the virtual campus placement by Blazeclan Technologies for the 2022 pass out batch.

As per the process there will be 6 months Training Period & the company shall pay a stipend of 15k Per Month during the training program. Post training program & based on performance basis these students will be absorbed as a permanent employee of the organization and the full time compensation will be 5.2 LPA. Also, there will be a 2 years bond which includes the training period.

Congratulations to all the final students! We'll be initiating the offer roll out process shortly.

Sr. No.	Candidate Name	Candidate Email	Mobile Number
1	Indranil Champati	champatiindranil@gmail.com	9823117083
2	Meet Kothari	mskothari@mitaoe.ac.in	8769550401
3	Swati Sawant	sssawant@mitaoe.ac.in	9082226775
4	Kalpesh Raundal	knraundal@mitaoe.ac.in	9156744120
5	Lekhanksh Bondade	ldbondade@mitaoe.ac.in	8208690221
6	Rutwik Deshmukh	rutwikdeshmukh777@gmail.com	9890308449

Should you have any questions, please feel free to contact us.

Regards,

Pranali

From: Pranali Jadhav

Sent: Monday, September 13, 2021 3:39 PM

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>; Vikas Singh <vssingh@admin.maepune.ac.in>

Cc: Ilham Mulla <ilham.mulla@blazeclan.com>

Subject: RE: Campus Hiring Connect | FY- 2022 | MIT Academy of Engineering

Hello Pramod,

3/16/22, 10:01 AM

MIT Academy Of Engineering Mail - Campus Hiring Connect | FY- 2022 | MIT Academy of Engineering

We are trying to reach Virendra Chaure since morning but he is not responding to any calls, could you check & confirm if he is really keep to apply with Blazeclan.

[Quoted text hidden]

Strictly Private and Confidential

Reference No: BTPL/5962/2021

Date: September 27, 2021

To

Mr. Lekhanksh Bondade,
Pune, Maharashtra

Dear Mr. Lekhanksh,

Subject: Pre-Placement Offer Letter for engagement as an InternWelcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any claim or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. Stipend:

During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 15000/-**.

This stipend shall be subject to all the necessary tax and statutory deductions.

Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

2. Term

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **20/06/2022** or such earlier date as agreed between you and the Company and shall by default expire on ("**Internship**"). If required, the Company may choose to extend this term at its

Blazeclan Technologies Pvt Ltd

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Website: www.blazeclan.com

CIN: U72100PN2010PTC136385

sole discretion.

3. Hours of Work

You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. Leaves

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. Intellectual Property Rights

- a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any Company's Innovations, intellectual property rights and all associated records. The Company's "Innovations", include but not limited to, processes, machines, improvements, inventions (whether or not protected under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protected under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protected under trade secret laws), and all other subject matter protected under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.
- b. During your Internship or after that, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. Confidentiality

- a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.
- b. Confidential information, includes but not limited to, any technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according

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to the Company are necessarily confidential and form valuable property of the Company.

- c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. Termination

- a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.
- b. The Company may terminate your Internship immediately without notice or payment if:
 - You are guilty of serious misconduct;
 - You breach any fundamental term or condition of your Internship;
 - You intentionally disobey a lawful and reasonable direction of the Company; or
 - You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. Governing Laws and Arbitration

- a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
- b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.
- c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. Other terms and conditions

- a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.
- b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written,

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respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands canceled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,
Yours faithfully,
For **Blazeclan Technologies Private Limited**



Ilham Mulla
Sr. Manager - Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name:

Place:

Signature:

Date:

Blazeclan Technologies Pvt Ltd		
Annexure "A"		
Name	Mr. Lekhanksh Bondade	
Designation	Clan Fellow	
Date of Joining	20/06/2022	
Effective From	20/06/2022	
Particulars	Monthly Salary Breakup	Annual Salary Breakup
Basic	16467	197600
H. R. A.	8233	98800
Personal Allowance	13566	162795
Gross Salary (A)	38266	459195
Employer's PF Contribution	1800	21600
Group Insurance	308	3700
Gratuity	792	9505
Benefits (C)	1100	13205
Fixed Pay (A+B+C) = D	41166	494000
* Variable Pay - Company Linked Incentive (E)	2167	26000
Total Pay, i.e. CTC (D + E)	43333	520000
Salary Deduction		
Employee PF	1800	
Contribution Professional Tax	200	
Take Home Salary	36266	
For - Blazeclan Technologies Pvt Ltd		
The remuneration above will be as per the policies and guidelines of the Company and taxable as per the prevailing Income Tax rules.		
* Variable Pay is at the Company's discretion		

Blazeclan Technologies Pvt Ltd

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Computer's Branch
2022 Batch



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Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

Strictly Private and Confidential

Reference No: BTPL/5964/2021

Date: September 27, 2021

To

Mr. Rutwik Ravindra,

Pune, Maharashtra

Dear Mr. Rutwik,

Subject: Pre-Placement Offer Letter for engagement as an InternWelcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any claim or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. Stipend:

During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 15000/-**.

This stipend shall be subject to all the necessary tax and statutory deductions.

Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

2. Term

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **20/06/2022** or such earlier date as agreed between you and the Company and shall by default expire on ("**Internship**"). If required, the Company may choose to extend this term at its

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3. Hours of Work

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4. Leaves

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. Intellectual Property Rights

- a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any Company's Innovations, intellectual property rights and all associated records. The Company's "Innovations", include but not limited to, processes, machines, improvements, inventions (whether or not protected under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protected under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protected under trade secret laws), and all other subject matter protected under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.
- b. During your Internship or after that, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. Confidentiality

- a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.
- b. Confidential information, includes but not limited to, any technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("Confidential Information") which according

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to the Company are necessarily confidential and form valuable property of the Company.

- c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. Termination

- a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.
- b. The Company may terminate your Internship immediately without notice or payment if:
 - You are guilty of serious misconduct;
 - You breach any fundamental term or condition of your Internship;
 - You intentionally disobey a lawful and reasonable direction of the Company; or
 - You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. Governing Laws and Arbitration

- a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
- b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.
- c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. Other terms and conditions

- a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.
- b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written,

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CIN: U72100PN2010PTC136385

respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands canceled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,

Yours faithfully,

For **Blazeclan Technologies Private Limited**



Ilham Mulla

Sr. Manager - Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name:

Place:

Signature:

Date:

Blazeclan Technologies Pvt Ltd		
Annexure "A"		
Name	Mr. Rutwik Ravindra	
Designation	Clan Fellow	
Date of Joining	20/06/2022	
Effective From	20/06/2022	
Particulars	Monthly Salary Breakup	Annual Salary Breakup
Basic	16467	197600
H. R. A.	8233	98800
Personal Allowance	13566	162795
Gross Salary (A)	38266	459195
Employer's PF Contribution	1800	21600
Group Insurance	308	3700
Gratuity	792	9505
Benefits (C)	1100	13205
Fixed Pay (A+B+C) = D	41166	494000
* Variable Pay - Company Linked Incentive (E)	2167	26000
Total Pay, i.e. CTC (D + E)	43333	520000
Salary Deduction		
Employee PF	1800	
Contribution Professional Tax	200	
Take Home Salary	36266	
For - Blazeclan Technologies Pvt Ltd		
The remuneration above will be as per the policies and guidelines of the Company and taxable as per the prevailing Income Tax rules.		
* Variable Pay is at the Company's discretion		

Blazeclan Technologies Pvt Ltd

Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,
 Wakdevadi, Shivaji Nagar Pune - 411005, Maharashtra, India
 Phone: 020-67611100, Email: sales@blazeclan.com
 Website: www.blazeclan.com
 CIN: U72100PN2010PTC136385

Computer Branch

2022 Batch



Blazeclan Technologies Pvt Ltd

Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,

Wakdevadi, Shivaji Nagar Pune - 411005, Maharashtra, India

Phone: 020-67611100, Email: sales@blazeclan.com

Website: www.blazeclan.com

CIN: U72100PN2010PTC136385

Fwd: Evosys - Campus selections - 2022 | MIT (All locations Pan India)

1 message

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

Sat, Mar 26, 2022 at 10:11 AM

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

From: Bharatkumar Dhaneshwari <bharatd@evosysglobal.com>

Date: Mon, Sep 13, 2021 at 10:50 PM

Subject: Re: Evosys - Campus Placement - 2022 | MIT (All locations Pan India)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, rohit.lalwani@avantika.edu.in <rohit.lalwani@avantika.edu.in>, vitthal.jagtap@mitcorer.edu.in <vitthal.jagtap@mitcorer.edu.in>, jdparkar@mitaoe.ac.in <jdparkar@mitaoe.ac.in>, mayuresh.cholkar@mituniversity.edu.in <mayuresh.cholkar@mituniversity.edu.in>, saurabh.joshi@avantika.edu.in <saurabh.joshi@avantika.edu.in>, Deepti Arora <deeptia@evosysglobal.com>

Dear Hemant,

Congratulations

We really appreciate for leading students to participate in Online Campus Placement Drive.

Kindly find the below mentioned list of selected students:

Sr.No.	Candidate Name	Employment Type	Team	Role	Offered CTC (INR)
1	Trilok Sharma	Internship + Full-Time Permanent	Tech ERP	Technical Consulting	4.2 LPA
2	Vaishnavi Shinde	Internship + Full-Time Permanent	Innovation	Technical Consulting	4.2 LPA
3	Ganesh Kailas Pakhale	Internship + Full-Time Permanent	AD	Technical Consulting	4.2 LPA
4	Makasare Gaurav	Internship + Full-Time Permanent	AD	Technical Consulting	4.2 LPA
5	Muskan Gupta	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
6	Sonal Kashyap	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
7	Phalgun Kumar Sarma Tatiparti	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
8	Yash Surendra Chaukse	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
9	Praveen Kumar Gupta	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
10	Ruchika Dnyaneshwar Lande	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
11	Arnav Anand	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
12	Gayatri Dhananjay Wadyalkar	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
13	Ruchi Rajesh Mutha	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
14	Prathamesh Chandrakant Gotad	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
15	Nikhil Gangathade	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
16	Viraj Gajanan Dahotre	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
17	Shrija Rajesh Tiwari	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA

Note: There are few students whose confirmation is pending with you. And, once received then they will be added in the list of Selected students.

Looking forward to see your students growing with 'Evosys' in the near future.

Thanks much !

Regards,



Bharat Dhaneshwari
Assistant Manager - HR



The contents of this email are private and confidential and intended for the named recipient(s) only. The use, disclosure, storage or copying of this email and its contents is not permitted without the written consent of Evosys. If you are not an intended recipient, please inform the sender by return email and delete all copies.

Fwd: Evosys - Campus selections - 2022 | MIT (All locations Pan India)

1 message

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

Sat, Mar 26, 2022 at 10:11 AM

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

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 Date: Mon, Sep 13, 2021 at 10:50 PM
 Subject: Re: Evosys - Campus Placement - 2022 | MIT (All locations Pan India)
 To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
 Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, rohit.lalwani@avantika.edu.in <rohit.lalwani@avantika.edu.in>, vitthal.jagtap@mitcorer.edu.in <vitthal.jagtap@mitcorer.edu.in>, jdparkar@mitaoe.ac.in <jdparkar@mitaoe.ac.in>, mayuresh.cholkar@mituniversity.edu.in <mayuresh.cholkar@mituniversity.edu.in>, saurabh.joshi@avantika.edu.in <saurabh.joshi@avantika.edu.in>, Deepti Arora <deepti@evosysglobal.com>

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Note: There are few students whose confirmation is pending with you. And, once received then they will be added in the list of Selected students.

Looking forward to see your students growing with 'Evosys' in the near future.

Thanks much !

Regards,



Bharat Dhaneshwari
Assistant Manager - HR



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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: 19 November 2021

To,
Manjusha Zanke

EMPLOYMENT OFFER LETTER

Dear Manjusha,

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 given below. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates. Kindly note that the CTC that we are offering is **5,00,012 per annum**. Please refer to annexure for details.

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

You will be on probation for a period of twelve months from the date of joining and on satisfactory completion of your probation period, your services will be confirmed. However, the management reserves the right to extend your probation period. During probation, it is at the discretion of the management to terminate your services by giving one month notice or basic salary in lieu thereof. In the event you desire to leave the services of the company, you shall give the company one-month prior notice in writing, failing which you shall be liable for the payment in lieu of notice / short notice, prior to the date of relieving from the company.

Please sign this letter as a token of your acceptance & email it to us.

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

Congratulations once again!

Yours faithfully,

Kavita Kulkarni
Chief Human Resource Officer, Varroc

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



Annexure For CTC Details

A) Monthly Emoluments	Per Month (Rs.)	Per Annum (Rs.)
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
Sub Total A	36,611	4,39,334
B) Bonus	2,405	28,860
C) Retirals	Per Month (Rs.)	Per Annum (Rs.)
Provident Fund	1,800	21,600
Gratuity (As per Act)	701	8,418
Sub Total C	2,501	30,018
D) Others	Per Month (Rs.)	Per Annum (Rs.)
Uniform Cost (Rs. 150 per month)	150	1,800
Total (A+B+C+D) i.e., Annual CTC	41,668	5,00,012

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



Others:

1. Two sets of Uniform once a year
2. Gratuity is payable as Per Gratuity Act, 1972.
3. The Medclaim is 1 lakh & covered only self
4. In case of Relocation, you would be provided accommodation at Company Guest house/Hotel as per Company Accommodation Policy for 7 Days

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

(Please bring all the original documents for verification purpose)

For Varroc Engineering Ltd.,

Kavita Kulkarni
Chief Human Resource Officer, Varroc



Manjusha Zanke

Fwd: NICE/Test Selects

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:06 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 3:08 PM
Subject: Fwd: NICE/Test Selects
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Monica Tiwari <Monica.Tiwari@nice.com>
Date: Fri, Oct 1, 2021 at 10:06 AM
Subject: RE: NICE/Test Selects
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi Mr.Hemant

Please find below the selected students-

Umang Sakuja
SHARAAN THAYANITHI
PAYAL SHAILENDRA PATIL
CHANTHU S PILLAI
SRUSHTI MARUTI NAIKARE ✓
Utkarsh Agarwal
RAVIRAJ NARAYAN ZAGADE ✓
KAJAL SINGH ✓
Snehalraj Chug

**Silverbullet**

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68

Employment Letter

Date: 10th November, 2021**Name: Tejas Bagul,
Pune****Dear Tejas Bagul,**

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **9Platforms Technology Private Limited**, starting **1st June, 2022** 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, at the sole discretion of the Management. 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	5,00,000 per annum (inclusive of applicable taxes, social benefit deductions, gratuity)
Variable Pay	50,000 (annual bonus/variable pay, inclusive of applicable taxes)
Total	5,50,000 (Five lakh fifty thousand only)

Important Terms and Conditions:

- We expect you to maintain this information and any future changes in it, as strictly personal and confidential. Any violation to the confidentiality terms of your salary may result in strict action, can be a termination of your employment terms.
- Upon Joining, you will be required to sign an engagement letter with detailed terms and conditions and a confidentiality agreement (NDA).
- You will be joining us as trainee/interns from 3rd January, 2021 and your monthly internship pay would be 20,000 (twenty thousand rupees only) per month. You will join us as a full time employee from 1st June, 2021. Due to any reason if you decide not to join us on your official joining date post training/internship, you will not be eligible to receive any internship certificate from us, you will also need to pay back the internship pay out to the company.

Annual Leave / Public Holidays: You will be eligible for 12 earned, 6 casual & 6 sick leave per financial year (calculated from January to December of each year, the leaves are calculated on pro rata base from the date of joining) . 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.

If you leave the company within 12 months (your official joining date) for any reason, except serious health conditions, you must pay two months salary to the company against training cost. The medical condition must be supported by appropriate medical reports signed by authorized Medical practitioner, will be acknowledged post successful validation. If you plan to leave the company before completion of 1 year, the company shall deduct any relocation assistance provided, joining bonus if any while calculating the full and final settlement, or adjust the salary accordingly.

9Platforms Technology Private Limited

C-901, Plot – CS 1/404, Raheja Excelsior CHS Ltd.

Madan Mohan Malviya, Marg,



Silverbullet

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Notice Period/Termination: This contract of employment between you and the Company may be terminated by either party, during the probation period, by giving 60 days' notice. Post confirmation this contract may be terminated by giving 60 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).

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**. Please do not hesitate to contact HR at sipra.sahu@1silverbullet.tech, if you need any further assistance.

We look forward to having you in Silverbullet team.

Yours sincerely,

For 9Platforms Technology 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 Acceptance Signature:

Date:

9Platforms Technology Private Limited

C-901, Plot -- CS 1/404, Raheja Excelsior CHS Ltd.

Madan Mohan Malviya, Marg,

**Silverbullet**

Create. Integrate. Collaborate.

Employment Letter

Date: 10th November, 2021**Name: Ayush Ranjan,
Pune****Dear Ayush Ranjan,**

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **9Platforms Technology Private Limited**, starting **1st June, 2022** 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, at the sole discretion of the Management. 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.)
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Total	5,50,000 (Five lakh fifty thousand only)

Important Terms and Conditions:

- We expect you to maintain this information and any future changes in it, as strictly personal and confidential. Any violation to the confidentiality terms of your salary may result in strict action, can be a termination of your employment terms.
- Upon Joining, you will be required to sign an engagement letter with detailed terms and conditions and a confidentiality agreement (NDA).
- You will be joining us as trainee/interns from 3rd January, 2021 and your monthly internship pay would be 20,000 (twenty thousand rupees only) per month. You will join us as a full time employee from 1st June, 2021. Due to any reason if you decide not to join us on your official joining date post training/internship, you will not be eligible to receive any internship certificate from us, you will also need to pay back the internship pay out to the company.

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9Platforms Technology Private Limited

C-901, Plot – CS 1/404, Raheja Excelsior CHS Ltd.
Madan Mohan Malviya, Marg,



Silverbullet

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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).

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We look forward to having you in Silverbullet team.

Yours sincerely,

For 9Platforms Technology 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 Acceptance Signature: _____

Date:

9Platforms Technology Private Limited

C-901, Plot – CS 1/404, Raheja Excelsior CHS Ltd.
Madan Mohan Malviya, Marg,

Fwd: Firstnaukri.com | TietoEVRY Hiring Process - 2022 Batch - Final Selects

1 message

Sun, Mar 27, 2022 at 5:24 PM

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

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

From: **Prathamesh Sudhir Mone** <prathamesh.mone@firstnaukri.com>

Date: Tue, Oct 5, 2021 at 3:50 PM

Subject: Firstnaukri.com | TietoEVRY Hiring Process - 2022 Batch - Final Selects

To: Abhishek Pandey <abhishek.pandey@mituniversity.edu.in>, dir.tnp@mitaoe.ac.in <dir.tnp@mitaoe.ac.in>, mitaoeroy@gmail.com <mitaoeroy@gmail.com>, shrikant.gunjal@mituniversity.edu.in <shrikant.gunjal@mituniversity.edu.in>, corporate.relations@mituniversity.edu.in <corporate.relations@mituniversity.edu.in>, varsha.kulkarni@mitwpu.edu.in <varsha.kulkarni@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: Shamli Krishnan <Shamli.Krishnan@tietoevry.com>, Nikhil K Patil <Nikhil.K.Patil@tietoevry.com>, Neha Sengar <sengar.neha@firstnaukri.com>, Raktim Baruah <raktim.baruah@firstnaukri.com>, Hitesh Dargan <hitesh.dargan@firstnaukri.com>

Dear Placement Officer,

We are glad to inform you about the final selection of the below candidates:

Name of candidate	Email id	Phone Nos
Aditi Kamalapurkar	aditiuk24@gmail.com	7722072567
Harshwardhan Ghundare	harshwardhanghundare@gmail.com	8830446657
Payal Patil	16payalpatil@gmail.com	7028949342
Sagar Labade	sagarlabade3@gmail.com	9075865011

Request you to kindly confirm us on the same so as to initiate the offer process.

Thanks & Regards,

Prathamesh Mone

Manager - Sales Support

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28-03-2022, 09:32

email, please delete this email and contact the sender immediately.

October 26, 2021

Dear Mrunali Ambhore,

Sub: Offer Letter for Software Engineer

Thank you for exploring career opportunities with Wishtree Technologies LLP. You have successfully completed our initial evaluation process and we are pleased to make an offer of employment.

You have been extended the position of **Software Engineer** and you would be primarily based at our **Pune** facility. Your Annual Gross Salary will be **Rs 5,00,016**. The compensation structure is provided in Annexure A attached with this letter. You are requested to join on **2nd May 2022**, and report at 10.30 am.

The terms & conditions of our Offer of Employment are as follows:

1. **Background Checks:** The Company may conduct background checks prior to or after your expected joining date to verify your identity, the address provided by you, your education details and details of your employment history, financial or criminal records. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed below.
 - A copy of graduation degree certificate or provisional certificate (if applicable)
 - A copy of all post-graduate degree certificates, if you have completed any post-graduation courses, including diploma courses.
 - A copy of your Permanent Account Number (PAN)
 - A copy of your Aadhaar card
- Kindly also submit the originals of the above mentioned documents for verification. Should there be concerns regarding any of the details furnished, we may request additional information. The Company reserves the right to rescind this Offer without notice or compensation and/or to take any appropriate action against you in case any of the representations made by you are false.
2. **Salary Revision and Promotion.** Your growth and increase in salary will depend solely on your performance and contribution to the Company.
3. **Insurance Plans.** You will be covered under the Group Insurance Schemes. You shall have a health insurance cover of Rs. 2,00,000 and a life insurance / personal accident scheme cover of Rs. 5,00,000. The details of the scheme would be available to you when you join the Company.
4. **Working Hours** Wishtree maintains working days each week from Monday to Friday. Working hours are from 9:00 AM to 6:15 PM. A list of company holidays is drawn up at the beginning of each calendar year. You may be required to work beyond your existing working hours depending upon the business requirements from time to time.
5. **Earned Leave** You will be entitled to earned leave of 5 days for every three months of service. Leaves will be credited to your leave balance every quarter, for the next three months. An employee can carry forward half of the unused annual leave from a given financial year to the next financial year with a cap

Wishtree Technologies LLP (Registration # AAA 2812)

Ahmedabad: D 709-710, Swati Clover, Shilaj Circle, Thaltej, Ahmedabad, Gujarat 380054
Pune: B 311, GO Square IT Park, Wakad Road, Kaspate Wasti, Wakad, Pune 411057
www.wishtretech.com

of maximum 5 leaves.

6. Other Terms and Conditions

- a. 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 Wishtree. 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.
- b. This offer is conditional upon you having fully completed your graduation / post-graduation qualification - having completed all studies, course requirements and examinations required for the award of the educational qualification. You are required to produce all marks sheets and other relevant documents (if any), at least till the penultimate semester, on the day that you join the Company. 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.
- c. This offer is conditional upon the execution of the "Training Agreement", attached with this letter.
- d. This offer is conditional upon you having fully completed your prescribed training and learning path identified and communicated to you

As a token of your acceptance of this offer, kindly bring a duly signed duplicate copy of the same on the date of joining.

We welcome you to the Wishtree family and wish you a bright career ahead with us.

Best Regards,

For Wishtree Technologies LLP



Priyanka Pandita
Senior Technical Recruiter

Wishtree Technologies LLP (Registration # AAA 2812)

Ahmedabad: D 709-710, Swati Clover, Shilaj Circle, Thaltej, Ahmedabad, Gujarat 380054
Pune: B 311, GO Square IT Park, Wakad Road, Kaspate Wasti, Wakad, Pune 411057
www.wishtreetech.com

Annexure A – Salary Chart

(All figures in INR)

Components	Per Annum	Per Month
Basic	2,50,008	20,834
HRA	1,00,003	8,334
Conveyance	39,996	3,333
Professional Development Allowances	76,389	6,366
A. MONTHLY GROSS SALARY	4,66,396	38,866
Employer PF contribution	21,600	1,800
Gratuity**	12,020	1,002
B. RETIRAL BENEFITS	33,620	2,802
C. FIXED GROSS SALARY (A+B)	5,00,016	41,668
Employee Up-Skillment Program*	5,000	
Health Insurance Premium	6,490	
D. OTHER ALLOWANCES	11,490	
COST TO COMPANY (CTC) (C+D)	5,11,506	

OTHER BENEFITS (Annual Cover)	
Health Insurance	2,00,000
Life Insurance	5,00,000

**The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amount will be determined in strict accordance with provisions of the Payment of Gratuity Act.

*Up-Skillment Allowance is a reimbursement for a pre-approved activity upon presentation of an invoice and limited to allowance amount or invoice amount, whichever is lower.

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www.wishtretech.com

Computer
2022



(72)

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: MIT-WPU,Pune: CYbage

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:06 PM

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

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

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

Date: Fri, Dec 24, 2021 at 4:15 PM

Subject: Fwd: MIT-WPU,Pune: CYbage

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Vinita Chugani** <vinitach@cybage.com>

Date: Wed, Oct 13, 2021 at 1:36 PM

Subject: RE: MIT-WPU,Pune: Bachelor of Design: (UX/UI/Product design)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Kirti Namjoshi <kirtin@cybage.com>, Sama Samtani <samas@cybage.com>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Mr. Hemant,

Thank you for all the support extended during the drive last week.

The following students have cleared the interview process & are selected for joining in 2022:

Sr. No	Candidate Name
1	Kr Purushottam
2	swaraj motiwale
3	Varun Dangri.
4	Aditi Ranjit Dhumal
5	Sakshi Lahkar



Computer Branch
2022 Batch

6	Abhishek Kanilal Alhat
7	Atharva Ajay Gulhane
8	Hyder Mufazzal Jasdawala

Kindly revert if you require any other details.

Thanks & Regards,

Vinita Chugani | Sr. Lead – Talent Acquisition

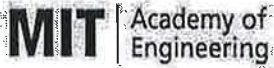
P: 91-20-66041700 – 7296



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Vikas Singh <vssingh@mitaoe.ac.in>

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6	Abhishek Kanilal Alhat
7	Atharva Ajay Gulhane
8	Hyder Mufazzal Jasdhanwala

Kindly revert if you require any other details.

Thanks & Regards,

Vinita Chugani | SrLead – Talent Acquisition

P: 20-66041700 – 7296



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Computer Branch
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Vikas Singh <vssingh@mitaoe.ac.in>

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Computer Branch
2022 Batch

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Vinita Chugani | Sr. Lead – Talent Acquisition

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8	Hyder Mufazzal Jasadannwala
7	Atharva Ajay Gulhane
6	Abhishek Kanilal Alhat



75

Vikas Singh <vssingh@mitaoe.ac.in>

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Computer Branch
2022 Batch

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Vinita Chugani | Sr. Lead – Talent Acquisition

Thanks & Regards,

Kindly revert if you require any other details.



8	Hyder Mufazzal Jasadnawala
7	Atharva Ajay Gulhane
6	Abhishek Kanilal Alhat



Employment Offer

Date: 20-March-2022

To,

Sagar Sonawane

Email – srsonawane@mitaoe.ac.in

Mobile # - + 91-7058834947

Dear Sagar,

With reference to the recent discussion we had with you, we are pleased to present the below offer and welcome you to join the Espressif family as an **"Associate Engineer"** per the terms discussed.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure B. You will be joining us on **04-Jul-2022** and your employment is subject to a three-month probationary period.

Please sign and return a duplicate copy of this letter in a token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Annexure A

	Amount (per annum)	Amount (Per month)
Basic	5,75,000	47,917
HRA	2,30,000	19,167
Special allowance	2,03,908	16,992
Child Education Allowance	2,400	200
Mobile/Telephone/Internet Reimbursement	18,000	1,500
Leave Travel Allowance	47,917	3,993
Gross Salary Payable	10,77,225	89,769
Employer's contribution to Provident Fund	72,775	6,065
(A) Base CTC	11,50,000	95,833
Less		
Employee's contribution to Provident Fund	69,000	5,750
*Professional Tax	2,500	200
TDS on salary as applicable	-	-
Net Take Home (before TDS)	10,05,725	83,819
(B) *Year-end Variable Performance Bonus	2,30,000	-
(C) *Retention Bonus	2,25,000	-
*Joining Bonus	1,00,000	-
Total CTC (A+B+C+D)	17,05,000	-

- ***Flexible Performance Bonus:** You will also be eligible for a flexible bonus which will go up to INR 230,000 i.e 20% of the CTC as long as you meet the targets of that year. The pay-out will entirely depend on the individual and company performance.
- A Bonus is a discretionary amount that is earned on the effective date and you must be employed by the company on that date to be eligible to receive a Bonus amount, except as otherwise required by law.
- ***Total retention bonus of INR 225,000:** At the end of every year 1/3rd of the total amount is paid up to 3 years. You need to be an active employee on the pay-out date.
- ***Joining Bonus:** Please note that the Joining Bonus paid out to you is liable to be recovered from your full and final settlement in the event you resign from the services of the organization within 2 year of joining.

Benefits:

1. Provident fund: As per the provision of "The Employee Provident Fund and Miscellaneous Act 1952".
2. Gratuity: As per the provisions of Gratuity Act 1972.
3. Professional Tax – INR 2,500 will be deducted in a year (200 per month, and 300 for Feb).
4. Income Tax will be deducted at source as and when applicable.
5. Any other statutory deductions that are required by changes to the governing law will be applicable.
6. National Pension Scheme (NPS) allows subscribers to contribute regularly in a pension account during their working tenure. This will not be a mandatory component.
7. Insurance:
 - a. Group Medclaim: INR 500,000 of sum insured.
 - b. Group Personal Accident: 3x of an employee's annual gross pay.
 - c. Group term life insurance: 3x of an employee's annual gross pay.
 - d. Dental and an annual health check-up.
8. Meal pass is INR 150 per present day.

Annexure B

The terms of your offer and subsequent employment on acceptance of offer are as below.

1. Location – Your primary place of work will be in Pune. However, your location is transferrable and you may be assigned to any office of Espressif or any of its sister concerns or related entities depending on the changing business needs.
2. Working Hours - The regular working hours of the company are from 9:30 AM to 18:30 PM including breaks. The company reserves the right to change the working hours as and when required.
3. Leaves: You will be entitled to leave as per law in force and as laid down in the company policies.
4. Notice Period- Employee's employment can be terminated by mutual agreement of the parties, or by either party giving the other not less than 60 day's written notice.
5. Non-Disclosure Agreement: Your compensation and any changes made therein from time to time is highly confidential. You are expected to maintain utmost confidentiality in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc., relating to the company that may come to your professional knowledge as an employee. To ensure confidentiality, you will be required to sign Non-Disclosure Agreement which aims to protect the intellectual property rights and business information of Espressif and its clients. If you are bound by Confidentiality Agreement with previous employer, you must notify the company and indemnify company against any breach thereof.
6. No Alternative Engagement: During your tenure at Espressif, you will not engage in or hold an interest in any business or actively participate in any unrelated business to the above or trade or undertake any other employment. If any such interest exists or is likely to come up in the near future, you are expected to make a full disclosure before accepting this offer letter. Post your tenure with the company, you agree that you will not solicit or deal

directly or indirectly with any clients or employees of the company. Upon acceptance of this offer letter, you will be required to execute an employment agreement with the Company, detailing the terms and conditions of your employment.

7. **Background Check:** The Company may conduct reference, employment and criminal record verification independently or through a third-party vendor and the company reserves the right to terminate your employment if any information submitted by you is found to be incorrect and/or if unfavorable record is found. Your acceptance of this offer letter indicates your approval of Espressif initiating such verification.
8. **Appointment in Good Faith:** It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.
9. **Taxation - Compensation paid shall be subject to taxes as per the prevailing Income Tax regulations. Tax deductions may also vary based on the quantum of the tax savings investment made by the individual and many other parameters based on the regulations.**
10. **Employment Agreement-** On the date of joining, you will be signing the employment agreement and follow the Espressif code of conduct.
11. **Retirement -** You will retire from Services of the company on reaching your 60th birthday.
12. **Allocation of Essentials -** Company may allot you hardware such as Laptop, Mobile etc., relevant software and other required essentials on your joining. It will be your responsibility to take care of those essentials and the employee will be responsible to return these essentials at the time of termination or retirement.
13. **Benefits may change from time to time basis change in company policies.**


-
14. The Company reserves the right to review, revise and/or alter the above compensation including variable and incentives and/or benefits as and when it deems necessary.
 15. All Fixed & Variable components are subject to income tax laws as applicable and in force as on the date of the payment and you should be an active employee on the payout date.

Undertaking

1. I, Sagar Sonawane, undertake that there are no claims of damages or legal actions of any nature against me for criminal activity, misappropriation of funds, undertaking dual profession, claims on loss or damages to company property, harassment of co-workers etc.
2. I, Sagar Sonawane, undertake that I have not been involved in drug abuse & have not been suffering problems with alcoholism and that I do not suffer from any medical problems that may interfere with the performance of my duties.
3. I, Sagar Sonawane, confirm that any such history or information as above have been adequately declared to the company in writing prior to accepting this offer, and also that all information provided is correct to the best of my knowledge and understanding.

Candidate Name	Sagar Sonawane
Candidate Signature	
Date of Undertaking	

Acceptance

Espressif Systems (India) Pvt Ltd.	Sagar Sonawane
AAECE9031E Company Tax ID Number (PAN #)	Tax ID Number (PAN #)
 Rifatul Siddique Signature	Sagar Sonawane Signature
Sr. Manager Human Resource Designation	Associate Engineer Designation Offered
20-Mar-2022 Date of Offer	Date of Acceptance

We are confident you will find this new opportunity challenging and rewarding. Please confirm your acceptance via a return email with a scanned copy of this signed letter on or before 21-Mar-2022. We look forward to having you onboard.



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Abzooba Infotech_2022 batch

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:54 PM
Subject: Fwd: Abzooba Infotech_2022 batch
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Chaitrali Chetan Pimpley <chaitrali.p@abzooba.com>
Date: Thu, Oct 21, 2021 at 10:10 PM
Subject: RE: PPT Link_2022 batch
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Thank you so much for your support in Abzooba's Virtual Campus hiring process for the year 2022.

We are glad to inform you that, post screening we have selected following 10 candidates for 3 practices.

Practice	Shortlisted candidates
AA	1
BD&C	6
ES	3
Total	10

Shortlisted candidates details are as follows:

BD and C			
Sr. No	Candidate Id	Candidate Name	Candidate Email

1	40882734	Atharva Jibhakate	atharvajibhakate@gmail.com
2	40882779	Mayur Pingale	mayurpingale525@gmail.com
3	40882793	Omkar Jagtap ✓	osjagtap@mitaoe.ac.in
4	40882761	Akshay Mastud ✓	ammastud@mitaoe.ac.in
5	40882727	Prit Dhabaliya	dhabaliyapooja@gmail.com
6	40882741	Keshav Bajaj ✓	kjbajaj@mitaoe.ac.in
Advanced Analytics			
Sr. No	Candidate Id	Candidate Name	Candidate Email
7	40885547	Nakia Lightwala	nakialightwala242@gmail.com
Engineering Services			
Sr. No	Candidate Id	Candidate Name	Candidate Email
8	40883082	Ashish Sulakhe	sulakheashish@gmail.com
9	40883121	Saurabh Salunke	saurabhsalunke17@gmail.com
10	40883078	Shweta choudhary	shwetac074@gmail.com

} Comp

IST

All shortlisted candidates will get further notification from our recruitment team member shortly.

Regards,

Regards,

Chaitrali Pimpley

Manager - Employee Success - Operations



Abzooba India Infotech Private Limited



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Abzooba Infotech_2022 batch

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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Date: Fri, Dec 24, 2021 at 2:54 PM
Subject: Fwd: Abzooba Infotech_2022 batch
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

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3	40882793	Omkar Jagtap ✓	osjagtap@mitaoe.ac.in	} Comp
4	40882761	Akshay Mastud ✓	ammastud@mitaoe.ac.in	
5	40882727	Prit Dhabaliya	dhabaliyapooja@gmail.com	
6	40882741	Keshav Bajaj ✓	kjbajaj@mitaoe.ac.in	IT
Advanced Analytics				
Sr. No	Candidate Id	Candidate Name	Candidate Email	
7	40885547	Nakia Lightwala	nakialightwala242@gmail.com	
Engineering Services				
Sr. No	Candidate Id	Candidate Name	Candidate Email	
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abzooba

Abzooba India Infotech Private Limited

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

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Mon, Jan 17, 2022 at 3:08 PM

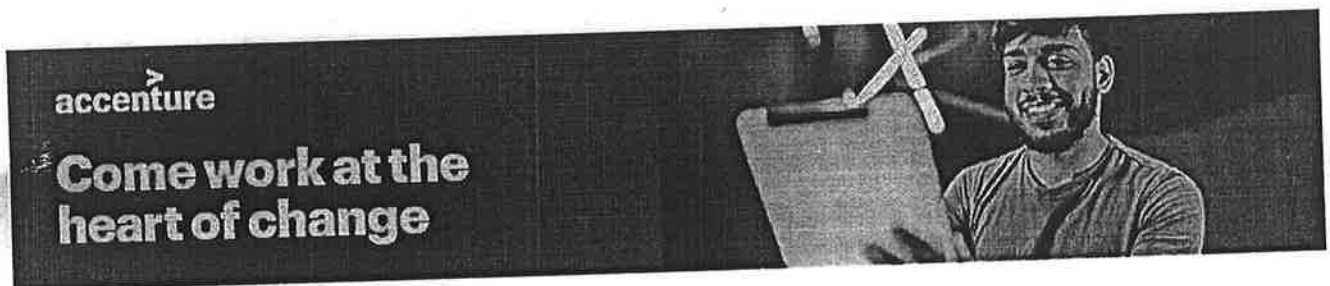
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To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



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Wishing you and students the best,

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1903939	Tajna Rajaram Shelar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
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Advanced Analytics			
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7	40885547	Nakia Lightwala	nakialightwala242@gmail.com
Engineering Services			
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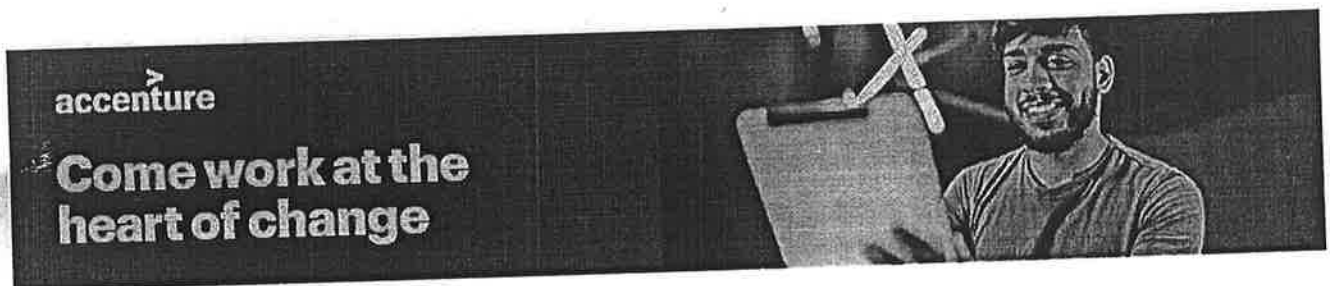
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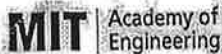
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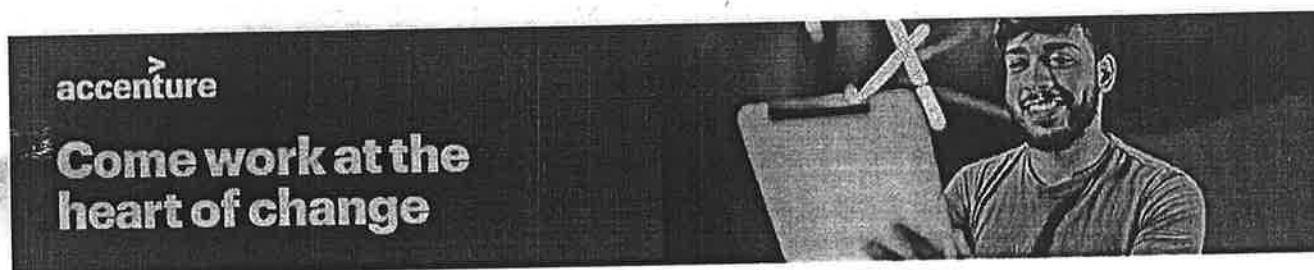
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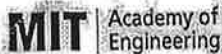
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1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tolus Rajaram Shelar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotsal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903941	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903787	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902211	Akshay Narayan Chhillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1901273	Kunver Siddharth	Female	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902183	Aranksha Ram Poudutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903133	Priti Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902519	Priyanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Valishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
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1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
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80



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

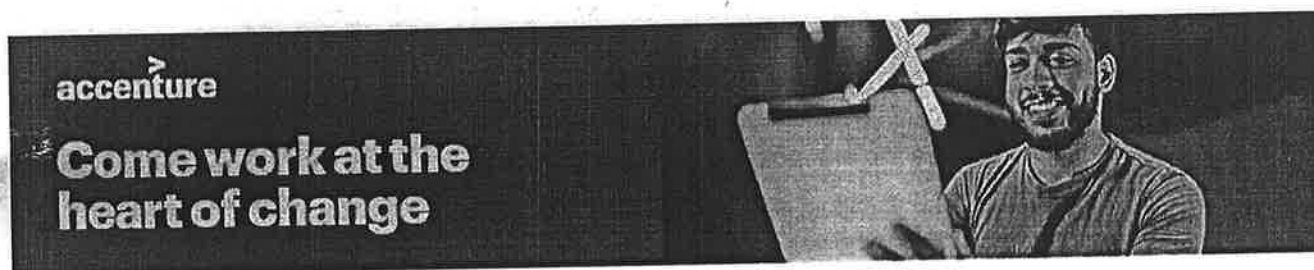
Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

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1 message

Mon, Jan 17, 2022 at 3:08 PM

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University, Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University, Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>

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Come work at the heart of change



Dear Placement Officer,

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Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Mon, Jan 17, 2022 at 3:08 PM

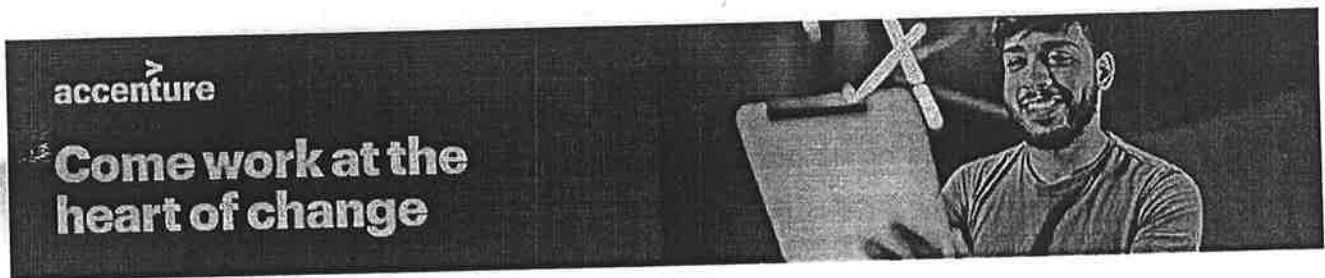
Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
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1038632	Aditee Prasad Patil	Female	7972509112	Data Science and Data Analytics	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902571	Riya Ravindra Danve	Female	8796108839	Computer Science and Engineering (CSE)	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903627	Marjusha Satish Zanke	Female	9921698078	Computer Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903733	Ritika Kumari	Female	9158347803	Chemical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903305	Pranali Ramesh Jadhav	Female	8356098307	Master of Computer Applications (MCA)	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903791	Rupali Bharati Patil	Female	8459176264	Electronics and Telecommunication Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902141	Aditi Ranjit Dhumal	Female	9130000400	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902509	Priyanka Pramod Dhaygude	Female	7972786249	Electrical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
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(2)

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

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

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

Date: Fri, Dec 24, 2021 at 2:21 PM

Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

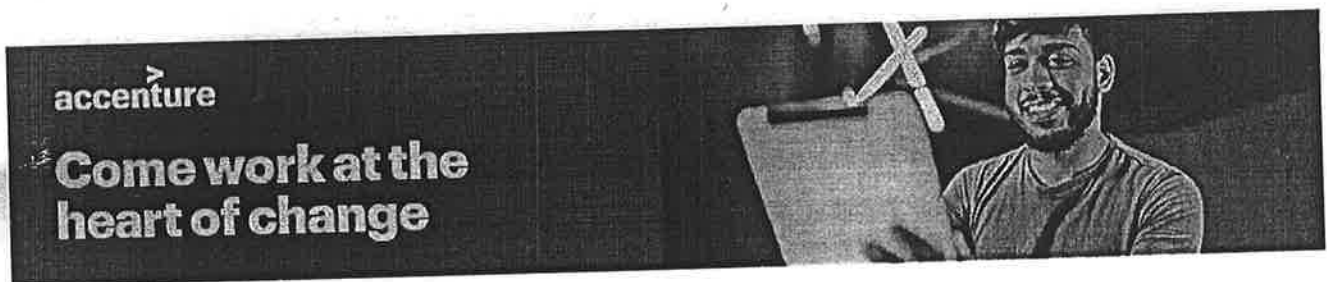
----- Forwarded message -----

From: Amith, Alfonse <alfonse.amith@accenture.com>

Date: Wed, Oct 20, 2021 at 10:27 AM

Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhari.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Telja Rajaram Shelar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Alhikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903787	Alhikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Narayan Chhillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Alanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Priti Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Priyanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abrar Ahemad Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshvardhan Sanjiv Vibhandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902333	Gaurav Ramdeen Sain	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903909	Sujay Dadabhai Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpli	Male	9156100188	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Deba Priyam Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Samruddhi Ganesh Patterwar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiranam Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shelke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Galikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bongulwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harsheen Sartaj	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE

Fwd: Interim Selects (Senior Analyst) : MIT World Peace University

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:18 PM
Subject: Fwd: Interim Selects (Senior Analyst) : MIT World Peace University
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Joshi, Mahi <mahi.joshi@capgemini.com>
Date: Mon, Oct 11, 2021 at 7:11 PM
Subject: Interim Selects (Senior Analyst) : MIT World Peace University
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Kapre, Niraj <niraj.kapre@capgemini.com>

Dear Placement Officer,

Greetings from Capgemini !!

We are very thankful to you and college management for all the support extended to us during on campus virtual recruitment event. Please find below interim selection list, the final selection list will be released post background and document verification.

S. No	Name	Email Id	Mobile number	Stream	College name	Hiring status
1	Rutuja Patil	patilrutuja3092@gmail.com	9359749416	Electronics and Telecommunication Engineering	MIT World Peace University, Pune	Interim Select for Senior Analyst (7.5 LPA)
2	Anand Balaji Bharti	abbharti@mitaoe.ac.in	7448243619	Electronics	MIT World Peace University, Pune	Interim Select for Senior Analyst (7.5 LPA)

Regards,

 Mahi Joshi
Senior Analyst
University Relations & Hiring

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Fwd: Interim Selects : MIT World Peace University, Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:17 PM
Subject: Fwd: Interim Selects : MIT World Peace University, Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Joshi, Mahi** <mahi.joshi@capgemini.com>
Date: Thu, Oct 7, 2021 at 7:38 PM
Subject: Interim Selects : MIT World Peace University, Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>
Cc: Kapre, Niraj <niraj.kapre@capgemini.com>

Dear Placement Officer,

Greetings from Capgemini !!

We are very thankful to you and college management for all the support extended to us during on campus virtual recruitment event. Please find below interim selection list, the final selection list will be released post background and document verification.

Name	Email	Phone	Stream	Hiring Status
SHIVAM PRAKASH	shivamprakash753@gmail.com	7903547976	Electronics and Telecommunication Engineering	interim selects
Prathamesh Vyankat Sontakke	pvsontakke@mitaoe.ac.in	9370772244	Electrical & Electronics Engineering	interim selects
Radhika Sanjay Dawle	dawleradhika@gmail.com	9130263716	Computer Science & Engineering	interim selects
Hrishikesh Rajesh Bhamre	1032180300@mitwpu.edu.in	9359080894	Mechanical	interim selects
Manas Saishekhar Addepalli	1032191682@mitwpu.edu.in	8956131254	Electronics & Communication Engineering	interim selects
Shrinivas Anil Phulwadkar	shriphulwadkar001@gmail.com	9021000195	Electronics and Telecommunication Engineering	interim selects
Priyadarshan Balasaheb Chougule	priyadarshanchougule@gmail.com	7058744790	Computer Application	interim selects
Suyash Nandkishor Shinde	snshinde@mitaoe.ac.in	7385727449	Mechanical	interim selects
utkarsh ashok kumar dubey	utkarshdubey2025@gmail.com	9359228469	Mechanical	interim selects
Chaitanya Girish Dandekar	1032180496@mitwpu.edu.in	7620083414	Mechanical	interim selects
Atharva Ajay Gulhane	gulhaneatharva@gmail.com	8655213754	Computer Science & Engineering	interim selects
Pratik Ravindra Katkade	pratikkatkade43@gmail.com	7447897332	Mechanical Engineering	interim selects
Kanad Bhushan Dhok	kanaddhok10@gmail.com	8888348366	Mechanical	interim selects
Hritika Kamalakar Ranadhir	1032191647@mitwpu.edu.in	9359595827	Computer Science & Engineering	interim selects
Aman Sunil Walke	aw0420463@gmail.com	9359628963	Electronics and Telecommunication Engineering	interim selects
Himanshu Srivastava	himanshusrivastav537@gmail.com	8299170586	Electronics and Telecommunication Engineering	interim selects
Shubham Navnath Taware	sntaware@mitaoe.ac.in	7755906032	Mechanical	interim selects
Vidit Jha	jhavidit007@gmail.com	7258879307	Electrical	interim selects
Shubham Anil Kshirsagar	sakshirsagar@mitaoe.ac.in	9028251357	Electronics	interim selects
Shreyansh Thapa	shreyansh.thapa112000@gmail.com	8668290832	Computer Science & Engineering	interim selects
sahil sandesh katle	sahilkatle5@gmail.com	8805689477	Computer Science & Engineering	interim selects
Jaideep Vinod Aher	jay.wpu@gmail.com	7057001439	Electronics & Communication Engineering	interim selects

Regards,

 **Mahi Joshi**
Senior Analyst
University Relations & Hiring



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85

Vikas Singh <vssingh@mitaoe.ac.in>

MIT Academy of Engineering

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

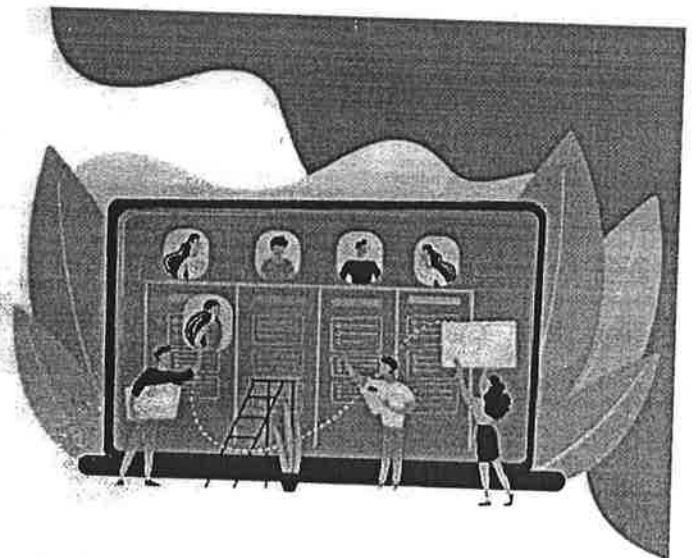
----- Forwarded message -----

From: <Kaustubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!

After an exciting Hiring season, we are happy to share the most awaited Final Consolidated Results for the Interviews conducted for the Campus GenC Elevate and GenC.

Our heartiest congratulations to all the selected candidates & we look forward to onboard them into

the Cognizant fraternity.

We would like 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 appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents 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**.

Please find the final results attached herewith for your college.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn
- The selected candidates are subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who successfully cleared all rounds of the GenC & GenC Elevate recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRComplianceIND@cognizant.com

Regards,
Human Resources – GenC

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1121480	Aishwarya Satyawar Jagtap	aishjagtap2000@gmail.com	Maharashtra Institute of Technology, Pune	8975361947	GenC Select
1121976	Abhishek Ravindra Shelke	abhishekshelke11@gmail.com	Maharashtra Institute of Technology, Pune	8379068761	GenC Select
1122415	Yash Sanjay Gandhi	yashgandhi018@gmail.com	Maharashtra Institute of Technology, Pune	8087128123	GenC Select
1122936	Aditi Santosh Jadhav	jadhavaditi18@gmail.com	Maharashtra Institute of Technology, Pune	7350185318	GenC Select
1124083	Nishant Sanjay Chaudhari	nishant33c@gmail.com	Maharashtra Institute of Technology, Pune	7620414827	GenC Select
1124492	Samrudhi Pravin Joshi	samujoshi86@gmail.com	Maharashtra Institute of Technology, Pune	8605417604	GenC Select
1124703	Ananya Nigotia	nigotiaananya@gmail.com	Maharashtra Institute of Technology, Pune	7985299932	GenC Select
1124879	Akshata Dattatray Mamde	admamde@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8888980749	GenC Select
1126432	Himanshu Srivastava	hasrivastava@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8299170586	GenC Select
1161368	Priti Sharad Bogawat	prtibogawat42@gmail.com	Maharashtra Institute of Technology, Pune	9860344967	GenC Select
1375333	Shreyas Tushar Shingare	shreyasshingare123@gmail.com	Maharashtra Institute of Technology, Pune	9850744964	GenC Select
1458323	JUSTIN RAJU KRISHNAN	justinrajukrishnan@gmail.com	Maharashtra Institute of Technology, Pune	7620017321	GenC Select

186

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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From: <Kaustubh.Thanawala@cognizant.com>

Date: Wed, Oct 13, 2021 at 12:40 PM

Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

To: <hemant.mali@mitwpu.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

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Regards,
Human Resources – GenC

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1414539	Yaseen Yunus Sheikh	yysheikh@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9049330420	GenC Select
1417161	Satyajit Bhanudas Biradar	sbiradar@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8788471670	GenC Select
1418204	Atharva Diwaker Kode	atharvakode106@gmail.com	Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com	Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Galkwad	swapnilgalkwad@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Vallesh Laxmikant Mone	ylmone@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrinishasphulwadkar@gmail.com	Maharashtra Institute of Technology, Pune	9021000195	GenC Select
1423992	dnyaneshwari shriram pacharne	dnyaneshwarip2803@gmail.com	Maharashtra Institute of Technology, Pune	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com	Maharashtra Institute of Technology, Pune	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vnachake@gmail.com	Maharashtra Institute of Technology, Pune	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com	Maharashtra Institute of Technology, Pune	7977269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com	Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com	Maharashtra Institute of Technology, Pune	7755906032	GenC Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com	Maharashtra Institute of Technology, Pune	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vradjkane@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com	Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	snshinde253@gmail.com	Maharashtra Institute of Technology, Pune	7385777449	GenC Select
1461014	Piyush Jeevan Jagdale	pjjagdale@gmail.com	Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhmani Misra	shubhmani27200@gmail.com	Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com	Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com	Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com	Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com	Maharashtra Institute of Technology, Pune	9307846778	GenC Select
1481136	Vinayak Arun Thote	vinayakthote932@gmail.com	Maharashtra Institute of Technology, Pune	8208415381	GenC Select
1494636	kumar harsh	kumarharshrocks21@gmail.com	Maharashtra Institute of Technology, Pune	7991140212	GenC Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9146586119	GenC Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com	Maharashtra Institute of Technology, Pune	9420271050	GenC Select
1583668	Rahul Ravindra Tarte	rahulrt99@gmail.com	Maharashtra Institute of Technology, Pune	8104460198	GenC Select
1096503	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com	Maharashtra Institute of Technology, Pune	8956131254	GenC Select
1096097	Abhisangh Singh Arora	agarora@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7769848017	GenC Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7620807898	GenC Select
1104872	Nikhil Parshuram Marathe	marathe2681@gmail.com	Maharashtra Institute of Technology, Pune	7448015773	GenC Select
1108857	Sudarshan Shah	sudarshanshahpk@gmail.com	Maharashtra Institute of Technology, Pune	9024853565	GenC Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select

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MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

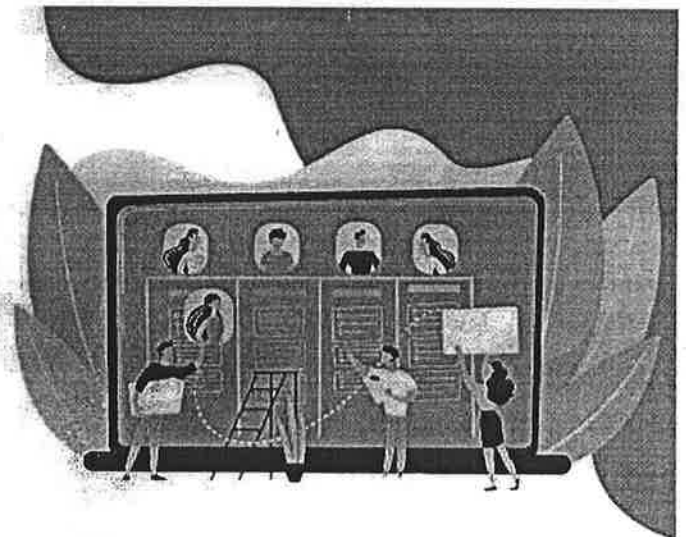
----- Forwarded message -----

From: <Kaustubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Campus GenC Elevate and GenC**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into

the Cognizant fraternity.

We would like 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 appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents 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**.

Please find the final results attached herewith for your college.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in-time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn
- The selected candidates are subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who successfully cleared all rounds of the GenC & GenC Elevate recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com

Regards,
Human Resources – GenC

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 Maharashtra Institute of Technology, Pune.xlsx

24K





Superset ID	Name	Email Id	College	Phone Number	Category of Hire
1101958	Ayush Rajesh Bhosle	bhosleayush@gmail.com	Maharashtra Institute of Technology, Pune	7020909364	GenC Elevate Select
1102919	Trupti Ramesh More	truptimore1498@gmail.com	Maharashtra Institute of Technology, Pune	7030866779	GenC Elevate Select
1103092	Satyata Dilesh Dhargawe	sddhargawe@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8329622983	GenC Elevate Select
1104650	Rahul Kumar	rk230299@gmail.com	Maharashtra Institute of Technology, Pune	8809150190	GenC Elevate Select
1110641	Maithily Vivek Marathe	maithilymarathe10a@gmail.com	Maharashtra Institute of Technology, Pune	9422811503	GenC Elevate Select
1112226	Shiv Niranjana Lochawala	shivlochowala9099@gmail.com	Maharashtra Institute of Technology, Pune	9099817715	GenC Elevate Select
1119593	Ruchi Ahuja	ruchiahuja12@gmail.com	Maharashtra Institute of Technology, Pune	9827354616	GenC Elevate Select
1124032	SHIVAM PRAKASH	soprakash@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7903547976	GenC Elevate Select
1139940	Priyanshu	sharnapriyanshu180697@gmail.com	Maharashtra Institute of Technology, Pune	8986170394	GenC Elevate Select
1373805	divyansh waghmare	dawaghmare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9325901520	GenC Select
1379095	Akash kalyan jadhav	akashkj121@gmail.com	Maharashtra Institute of Technology, Pune	8286560684	GenC Select
1386621	Yash Surendra Chaukse	yash.chaukse@gmail.com	Maharashtra Institute of Technology, Pune	9130784089	GenC Select
1390912	kunal dnyaneshwar kadam	mrunkadamb23@gmail.com	Maharashtra Institute of Technology, Pune	7020207748	GenC Select
1430711	Nithin Joseph Thomas	nithinpeddiakal@gmail.com	Maharashtra Institute of Technology, Pune	7034714680	GenC Select
1431435	Prajwal Virendrarao Chaudhari	prajwalchaudhari786@gmail.com	Maharashtra Institute of Technology, Pune	8767452415	GenC Select
1453279	Omkar Vishnu Sawant	omkarvsawant755@gmail.com	Maharashtra Institute of Technology, Pune	8329968866	GenC Select
1120403	Akhila Chandrashekhar Thota	akhilachota@gmail.com	Maharashtra Institute of Technology, Pune	9326130268	GenC Select
1122971	Shreya Chandeo Jawane	scjawane@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7620153423	GenC Select
1115809	Hrushikesh Vedhas Nemade	hrushikeshnemade2@gmail.com	Maharashtra Institute of Technology, Pune	9969456440	GenC Select
1427669	Omkar Shivaji Jagtap	omkar.s.jagtap123@gmail.com	Maharashtra Institute of Technology, Pune	7420832727	GenC Select
1462914	MANISHA BABAN PATOLE	mbpatole@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9527567205	GenC Select
1096032	Manish Mangesh Shingare	mmshingare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7040589902	GenC Select
1097289	Anubhav Singh	anubhav02singh@gmail.com	Maharashtra Institute of Technology, Pune	8180835521	GenC Select
1097554	Yashashri Anurath Sanap	yashashrisanap0512@gmail.com	Maharashtra Institute of Technology, Pune	9922570000	GenC Select
1116486	vaishnavi hari salunke	vaishusalunke2000@gmail.com	Maharashtra Institute of Technology, Pune	9623594568	GenC Select
1119226	Ankit Jagdish Tajane	ankittajane3@gmail.com	Maharashtra Institute of Technology, Pune	8446442444	GenC Select
1123336	Aditi Umesh Kamalapurkar	aditiuk24@gmail.com	Maharashtra Institute of Technology, Pune	7722072567	GenC Select
1126894	rahul kumar	rahulkumar@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8529419240	GenC Select
1127890	TAZAEEN ILYAS SHAIKH	tazaeen.shaiikh@gmail.com	Maharashtra Institute of Technology, Pune	9545360206	GenC Select
1127902	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	Maharashtra Institute of Technology, Pune	9359595827	GenC Select
1140450	Shashank Bhushan	sbhushan@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8999585488	GenC Select
1151731	Shruti Kishor Fulsauder	skfulsaunders@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8999890179	GenC Select
1165245	Saloni Sanjay Ekai	saloniekai@gmail.com	Maharashtra Institute of Technology, Pune	7972816820	GenC Select
1250281	Yash Subhash Gaikwad	ysgaikwad@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9764336195	GenC Select
1257126	Aman Kumar	amanbarwal0009@gmail.com	Maharashtra Institute of Technology, Pune	7903992059	GenC Select
1266027	Jayesh Arun Jagtap	jagtapjayesh9200@gmail.com	Maharashtra Institute of Technology, Pune	9158648268	GenC Select



Vikas Singh <vssingh@mita

Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:36 PM
Subject: Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----
From: Lakshmi Nair Rajesh (Human Resources) <lakshmi.rajesh@wipro.com>
Date: Mon, Oct 4, 2021 at 4:10 PM
Subject: RE: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>



Wipro | Campus Hiring Update – Elite On Campus

S No	Wipro Registration No.	Candidate Name	College Name	Graduation	Branch of Study
1	1.03E+09	Koustubh Shivaji Jadhav	Maharashtra Institute of Technology, Pune	Department of Engineering	Mechanical
2	4130	Vinayak Arun Thote	MIT World Peace University, Pune	Department of Engineering	Mechanical
3	S1032181	Pareesh Agatrao Pawar	MIT World Peace University, Pune	Department of Engineering	Petroleum
4	1.2E+08	Omkar Pandit Bhandare	MIT World Peace University, Pune	Department of Engineering	Electronics and Telecommunication Engineering
5	2.2E+08	Satywan Bhagwan Khatke	MIT World Peace University, Pune	Department of Engineering	Mechanical
6	BETA58	Sandhya Popat Mali	MIT World Peace University, Pune	Department of Engineering	Electronics and Telecommunication Engineering
7	1.2E+08	DIGVIJAY SINGH	MIT World Peace University, Pune	Department of Engineering	Computer Science & Engineering
8	1.03E+09	Suprava Priyadarshini	MIT World Peace University, Pune	Department of Engineering	Electronics & Communication Engineering
9	1.2E+08	PASHANT MARUTI AWALE	MIT World Peace University, Pune	Department of Engineering	Electronics and Telecommunication Engineering
10	1.2E+08	Prathamesh Vyankat Sontakke	MIT World Peace University, Pune	Department of Engineering	Electrical & Electronics Engineering
11	1.03E+09	Shreyansh Thapa	MIT World Peace University, Pune	Department of Engineering	Computer Science & Engineering
12	1.2E+08	Shatabdi Santosh Jankar	Maharashtra Institute of Technology, Pune	Department of Engineering	Chemical Engineering
13	1.2E+08	Shreyan Suresh Koshti	Maharashtra Institute of Technology, Pune	Department of Engineering	Chemical
14	2.2E+08	Satywan Bhagwan Khatke	Maharashtra Institute of Technology, Pune	Department of Engineering	Mechanical
15	1.2E+08	Shreyas Tushar Shingare	Maharashtra Institute of Technology, Pune	Department of Engineering	Computer Science

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Fwd: Introducing HONO and Request for Placement Drive

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

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

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

Date: Fri, Dec 24, 2021 at 2:49 PM

Subject: Fwd: Introducing HONO and Request for Placement Drive

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Sashank Shrinivasan** <sashank.shrinivasan@hono.ai>

Date: Fri, Oct 29, 2021 at 6:26 PM

Subject: Re: Introducing HONO and Request for Placement Drive

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Anshul Goel <anshul.goel@hono.ai>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Sir,

We are happy to announce that we have selected both Paras Shah and Siddhant Jagdale for the position.

Kindly block them from sitting in other placement drives with immediate effect.

Thank you,
With Kind Regards,



www.hono.ai

**Sashank Shrinivasan**

Executive Trainee - Human Resources

+91 9810125732 | sashank.shrinivasan@hono.ai

www.linkedin.com/in/sashank-srinivasan-087987112

From: Sashank Shrinivasan <sashank.shrinivasan@hono.ai>**Sent:** Thursday, October 28, 2021 6:34 PM**To:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>**Cc:** Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>; Anshul Goel <anshul.goel@hono.ai>; Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>**Subject:** Re: Introducing HONO and Request for Placement Drive

Dear Sir,

Thank you so much for the resumes. I have aligned the students interview with the panel.

Thank you,
With Kind Regards,



www.hono.ai    

Sashank Srinivasan

Executive Trainee - Human Resources

+91 9810125732 | sashank.shrinivasan@hono.ai

www.linkedin.com/in/sashank-srinivasan-087987112

On Thu, Oct 28, 2021 at 5:22 PM Sashank Shrinivasan <sashank.shrinivasan@hono.ai> wrote:

Dear Sir,

The following two students have been selected for the final round. Kindly share the CV's.
The interview invitation will be sent once I receive their CV's.

Name	Time
Paras Shah	11:00 am
Siddhant Jagdale	11:30 am

Thank you,
With Kind Regards,



www.hono.ai    

Sashank Srinivasan

Executive Trainee - Human Resources

+91 9810125732 | sashank.shrinivasan@hono.ai

www.linkedin.com/in/sashank-srinivasan-087987112





E: info@miniOrange.com W: www.miniorange.com
M: +91 9717845846

A: Baner, Pune Maharashtra

Date: 19/11/2021

Letter of Intent

Dear Yash Shailesh Patil,

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

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

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

The Cost to Company (CTC) for this position is **Rs. 8,00,000** per annum with a tentative start date of July 2022. A detailed offer letter with a break-up of your CTC will be issued to you after your joining.

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

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

Yours truly,
For miniOrange Security Software Private Limited

Rajshree

Authorized Signatory



Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University, Pune

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

Thu, Apr 21, 2022 at 3:02 PM

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

From: **Amith, Alfonse** <alfonse.amith@accenture.com>

Date: Thu, Nov 11, 2021 at 12:13 PM

Subject: RE: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University, Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.


It gives us immense pleasure to announce **14** students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

[Quoted text hidden]

 **MIT Academy of engineering - Pune.xlsx**
12K

Candidate Id	Candidate Name	Gender	Mobile	Email ID	College Name	Final Status
1902387	Kunjai Kishor Wadke	Female	9860849634	kunjaiwadke777@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902567	Sahil Sandesh Katle	Male	8805689477	sahilkatle5@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902979	Saurabh Sunil Solanke	Male	9028066793	saurabh.solanke@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902555	Rushal Dattakumar Pedram	Male	8999965409	pedramrushal12345@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903303	Mohit Malviya	Male	9067915379	mohitmalviya292@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902591	Saloni Sanjay Ekul	Female	7972816820	saloniekul@yahoo.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903115	Neha Ganpat Patil	Female	7066702132	nehaapatil20@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
342125	Maithily Marathe	Female	7219237649	maithilymarathe9a@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903341	Samiksha Karmore	Female	7020519897	samikshakarmore159@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903951	Suyash Sudhakar Tirpude	Male	8169853006	tirpudesuyash1199@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903629	Mayuri Jivan Kirde	Female	9156934112	mayurikirde350@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903755	Rohan Rajesh Jawalkar	Male	9359970437	rohanjawalkar262000@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903855	Satyata Dilesh Dhargawe	Female	8329622983	satyata999@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903821	Saloni Sharma	Female	9518337352	salsharma1021478@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE



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Offer: Computer Consultancy
Ref: TCSL/DT20218403265/Pune
Date: 02/11/2021

Mr. Nakul Aggarwal
A-703 Vaibhav Appartment Bhatar Road,
Near Rupali Naher,
Surat-395007,
Gujarat.
Tel# -

Dear Nakul Aggarwal,

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/DT20218403265

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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.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

NiyatiTiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yervada, Pune 411 006 India

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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)

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TATA CONSULTANCY SERVICES

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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



- 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

21. 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.

22. 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.

23. 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.

24. 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.

25. 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

Girish V. Nandimath
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

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TATA CONSULTANCY SERVICES

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GROSS SALARY SHEET

Annexure 1

Name	Nakul Aggarwal
Designation	Assistant System Engineer-Trainee
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
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 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
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR 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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	KOLKATA 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum 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

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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.



10. 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.

11. 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.



(94)

Vikas Singh <vssingh@mitaoe.ac>

Fwd: [WARNING: MESSAGE ENCRYPTED]RE: TCS Ninja Hiring || Important Documents
1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:10 F

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:44 AM
Subject: Fwd: [WARNING: MESSAGE ENCRYPTED]RE: TCS Ninja Hiring || Important Documents
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----
From: Aishwarya Gupta <aishwarya.g5@tcs.com>
Date: Thu, Nov 18, 2021 at 3:17 PM
Subject: RE: [WARNING: MESSAGE ENCRYPTED]RE: TCS Ninja Hiring || Important Documents
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Lata Karki <lata.karki@tcs.com>, Pradnyesh Sadavarte <pradnyesh.sadavarte@tcs.com>, Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>

Dear Sir,

Sharing few more additions.Thanks

Best Regards,
Aishwarya Gupta

Recruiter – Talent Acquisition
TCS Maharashtra, Chhattisgarh, South MP
Talent Acquisition Group

Tata Consultancy Services

Rajiv Gandhi Infotech Park
Hinjewadi Phase III,
Pune - 411057

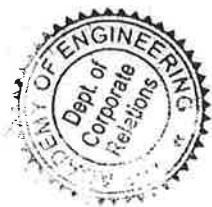
India

Mobile No : 9752255524

Mail To : aishwarya.g5@tcs.com



Reference ID	NAME	EMAIL_ID	INSTITUTE NAME
DT20218024580	HARSH KUMAR	harsh7631560@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218070433	VIJAY Shravan TALEKAR	vijaytalekar1000@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218153137	GAURAV Bhimraj BAGUL	gbbagul@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218252446	VIPUL Prakash MAHAJAN	mahajanvipul0002@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218263989	NAMRATA Vikas SURWASE	nvswase@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218313238	AKSHAY Dasharath YADAV	akshaytcs23617@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218368782	DEEPTI Subhash PATIL	deeptipatil@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218370511	MOHIT Jagrut ALONE	mjalone@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218402092	ROHAN Rajesh JAWALKAR	rrjawalkar@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218403265	NAKUL AGGARWAL	nakulaggarwal504@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218429186	SUYASH Nandkishor SHINDE	snshinde@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218353096	SHANTANU PABITWAR	spabitwar@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
CT20192640070	TRUPTI Ramesh MORE	truptimore1498@gmail.com	MIT World Peace University
CT20213619208	ATHARVA Suhas AMRAPURKAR	heyatharva9@gmail.com	MIT World Peace University
CT20213710202	SIDDHESH Gulabrao BADGUJAR	siddheshbadgujar2050@gmail.com	MIT World Peace University
CT20213742929	NISHA KUMARI	nishakri8578@gmail.com	MIT World Peace University
CT20213762742	RACHIT Naresh POPAT	rachitpopat2@gmail.com	MIT World Peace University
DT20195537918	ASHUTOSH Girish MANOLI	ashu16manoli@gmail.com	MIT World Peace University
DT20207407954	SHWETA Rajesh CHOUDHARY	shwetac074@gmail.com	MIT World Peace University
DT20218232345	ARYAN Abhijit BOSE	bosearyan25@gmail.com	MIT World Peace University
DT20218287699	MONIKA Babasaheb DONGARE	monikasurmand@gmail.com	MIT World Peace University
DT20218370056	MANISH Bajrang JADHAV	manishjadhav700@gmail.com	MIT World Peace University
DT20218403306	SURYANSH KUMAR	suryanshkr890@gmail.com	MIT World Peace University
DT20218409452	MAYURI Vikram KALE	mayurikale63@gmail.com	MIT World Peace University
DT20218460864	RISHAB KOUL	rishabkoul20012@gmail.com	MIT World Peace University
DT20218184770	ANKITA Amar NALAVADE	3ap10799@gmail.com	MIT World Peace University
DT20218312776	HIMANSHU SRIVASTAVA	himanshusrivastav537@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218477764	VAIBHAVI Chandrakant SHINDE	vaibhavicshinde15@gmail.com	Dr. Vishwanath Karad MIT World Pe



Computer - Branch
2022 Batch

Ref: MIPL/HR/OF/202107544

Date: 26th of November 2021

To,
Saurabh Bankar
Mobile: 7875279578
Email: ssbankar@mitaoe.ac.in

Offer Letter

Dear Saurabh,

We are pleased to offer you the position of "**Associate Developer**" at **Band-A1** with our organization. CTC for your remuneration will be **Rs 6,00,944/-** (Annexure A).

Please also note the following important points:

1. This offer letter is valid for a period of 3 days.
2. You will be expected to join the company at its Pune office by 15th June 2022.
3. By choosing to accept this offer, you'll authorize the company to conduct any background checks for third party validation of the information provided by you in your resume and various discussions with us. You may also need to undergo Medical examination (at company's expense) to ascertain your fitness to perform the expected duties. If any of the checks / validations / examinations indicate any problem, company reserves the right to cancel this offer or terminate your services with immediate effect with no liability for any expenses incurred by you in accepting this offer or joining the company.
4. You will be expected to sign the Company's Employment Agreement and Non-Disclosure Agreement at the time of Joining and will be expected to abide by all the terms and Conditions of those agreements, including but not limited to the Confidentiality, Non-Solicitation terms, etc.
5. This offer of employment is subject to all applicable laws & regulations including, but not restricted to, professional tax, income tax, gratuity, provident fund etc.

We look forward to your prompt confirmation on acceptance of this offer and expect to see you as part of our passionate team very soon.

Yours Sincerely,
For Motifworks India Private Limited,

Agreed and Accepted

Vikas Aggarwal
Director

Saurabh Bankar
Date:


Geetanjali Johar
Senior HR Executive

Annexure A

Remuneration Structure

S No	Particulars	Amount (INR)	
		Monthly	Annually
Monthly Remuneration			
1	Basic Salary	17,835	214,020
2	House Rent Allowance	7,134	85,608
3	Conveyance Allowance	1,600	19,200
4	Additional / Special Allowance	14,769	177,222
5	Medical Reimbursement*	1,250	15,000
6	Vehicle Reimbursement*	1,000	12,000
7	Telephone & Internet Reimbursement*	1,000	12,000
8	Assessment Linked Bonus**	-	24,000
	Sub Total (A)	44,588	559,050
Approximate Cost to the Company of Other Benefits ^			
9	Employer Contribution to PF	1,800	21,600
10	Gratuity Benefits	858	10,294
11	Insurance*** & Medical Checkup		10,000
	Sub Total (B)		41,894
Approximate Total Cost to Company			600,944

Annexure B

Notes to the Remuneration Structure

* *Reimbursements:*

- Reimbursement is the maximum limit of expense entitlement against actual expenses incurred. These can be claimed against submission of bills and/or proof of expenses incurred up to a maximum amount indicated above.
- These reimbursements will be paid with the next salary processing after submission of acceptable claims.
- If these reimbursements are not claimed against actual bills, the balance amount will be added to taxable salary in the month of March.

** *Assessment Linked Bonus:*

- You'll be eligible for Assessment Linked Bonus at the end of the calendar year of 2021, depending on the assessed performance and subject to a minimum level of performance.

*** *Insurance Details:*

- Company provides medical insurance cover of Rs. 3 lakhs floating amount for the employee, his/her spouse and up to 2 dependent children.
- Employee can avail Parents/parents-in-laws medical insurance cover of Rs. 5 lakhs floating amount by contributing Rs. 8,750 per annum.
- Company also provides personal accident insurance cover (*approx. 12 Lakhs for you*) for the employee and organizes health check-up for the employees, usually, once every year. The amount shown here approximates the expenses company incurs in providing these benefits.

Annexure C

Work from Home Guidelines

Many of our positions are for permanent 'Work from Home'. If yours is one of these, it'll be mentioned in the offer letter. Even otherwise, we are currently working from home because of the COVID-19 crisis. Whenever you are either required to or prefer working from home, you are expected to have suitable infrastructure available to maintain your productivity and easy collaboration with the team.

While working from home, you are required to organize the following infrastructure:

1. Stable, high-speed Internet connectivity

- a. Prefer fiber-based broadband rather than considering your 4G mobile connection as regular mode of connectivity
- b. Mobile connection can, possibly, act as redundant connectivity when the broadband is down
- c. Also take note of your quota for the data. It needs to be sufficient for your connectivity needs, not just browsing. When working from home, apart from the data consumed by various browsers, you also incur usage for:
 - i. Various background updates (like anti-virus, operating system, application updates etc.)
 - ii. Syncing cloud storage (One-Drive, SharePoint, Google Drive etc.)
 - iii. Code repository sync
 - iv. Collaboration tools like Microsoft Teams
 - v. Etc.

2. Power backup of at least few hours

- a. All of us are issued laptops or some bring their own laptop. Your laptop should be able to provide 5-6 hours of power backup, if not more.
- b. As a precaution, organizing for a UPS with 30 mins – 2 hours of backup or having an inverter available can be useful during emergencies.

3. Unobtrusive environment to take calls

- a. Zero or minimal background noise is very important while taking calls
- b. Noises from TV, Kitchen, Kids, Traffic or other family members make it difficult for you to hear others clearly, and for others to comprehend you fully
- c. Being at a place in your home where these noises are limited is very helpful
- d. More importantly, use of high-quality noise cancellation headphones can significantly improve the call quality
- e. If you need to procure a pair of good headphones, feel free to talk to our infra team. They can recommend some models that we find particularly useful. If we have an active program with any vendor, they may be able to offer some discount deals as well.

4. Availability on video during calls

- a. Most of our calls are audio calls, not video. However, being prepared to take a call on video is important
- b. Apart from suitable connection speed, it will also require you to be seated at a comfortable place, preferably in a chair (as opposed to a couch, sofa or dining table) with unobtrusive background



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: FISERV _ MIT-FTE Final Details Needed

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:10 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:50 AM
Subject: Fwd: FISERV _ MIT-FTE Final Details Needed
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ghosh, Souvik (Pune) <souvik.ghosh1@fiserv.com>
Date: Sat, Dec 11, 2021 at 3:09 PM
Subject: MIT-FTE Final Details Needed
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant Sir,

Request you to please share the below details of the final Selected candidate.

Sr No	Candidate Name	Candidate Email ID	Gender	DOB	College	Branch	CGPA	PAN Card	Aadhar	Current Address	Pin Code	Current City	State	Contact No
1	Sanskar	sanskargarodia05@gmail.com	Male			MIT Pune								
2	Siddhant	angore.sid@gmail.com	Male			MIT Pune								
3	Manoj	mm0patil@gmail.com	Male			MIT Pune								
4	Jaya	shivnanijaya@gmail.com	Female			MIT Pune								
5	✓ Chaitra	crhiremath@mitaoe.ac.in	Female			MIT Pune								
6	Shashikant	singhshashikant331@gmail.com	Male			MIT Pune								
7	HARSHAL	harshaldhawase111@gmail.com	Male			MIT Pune								
8	✓ Aishwarya	askarampuri@mitaoe.ac.in	Female			MIT Pune								
9	Anish	anish.mokashi13@gmail.com	Male			MIT Pune								
10	Yashir Shaikh	yashirshaikhkhan4633@gmail.com	Male			MIT Pune								
11	Beno Alex	benoalex1999@gmail.com	Male			MIT Pune								
12	Srishi	srishi.raut1102000@gmail.com	Female			MIT Pune								
13	Lakshanya	7lakshanya@gmail.com	Female			MIT Pune								

Souvik Ghosh

Sr.AssociateTalent Acquisition

Mobile7620161071

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Fwd: FISERV _ MIT-FTE Final Details Needed

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:10 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Fri, Dec 24, 2021 at 11:50 AM
 Subject: Fwd: FISERV _ MIT-FTE Final Details Needed
 To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ghosh, Souvik (Pune) <souvik.ghosh1@fiserv.com>
 Date: Sat, Dec 11, 2021 at 3:09 PM
 Subject: MIT-FTE Final Details Needed
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant Sir,

Request you to please share the below details of the final Selected candidate.

Sr No	Candidate Name	Candidate Email ID	Gender	DOB	College	Branch	CGPA	PAN Card	Aadhar	Current Address	Pin Code	Current City	State	Contact No
1	Sanskar	sanskargarodia05@gmail.com	Male			MIT Pune								
2	Siddhant	angore.sid@gmail.com	Male			MIT Pune								
3	Manoj	mm0patil@gmail.com	Male			MIT Pune								
4	Jaya	shivnanijaya@gmail.com	Female			MIT Pune								
5	Chaitra	crhiremath@mitaoe.ac.in	Female			MIT Pune								
6	Shashikant	singhshashikant331@gmail.com	Male			MIT Pune								
7	HARSHAL	harshaldhawase111@gmail.com	Male			MIT Pune								
8	Aishwarya	askarampuri@mitaoe.ac.in	Female			MIT Pune								
9	Anish	anish.mokashi13@gmail.com	Male			MIT Pune								
10	Yashir Shaikh	yasirshaikhkhan4633@gmail.com	Male			MIT Pune								
11	Benoi Alex	benoialex1999@gmail.com	Male			MIT Pune								
12	Srishti	srishti.raut1102000@gmail.com	Female			MIT Pune								
13	Lakshanya	7lakshanya@gmail.com	Female			MIT Pune								

Souvik Ghosh

Sr.AssociateTalent Acquisition

Mobile7620161071

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2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021

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MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Congratulations..!

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:11 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:37 AM
Subject: Fwd: Congratulations..!
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Sahib Singh <Sahib.Singh@infogain.com>
Date: Thu, Dec 9, 2021 at 9:54 PM
Subject: Congratulations..!
To: ssrathod@mitaoe.ac.in <ssrathod@mitaoe.ac.in>, jrk2506@gmail.com <jrk2506@gmail.com>, yuvrajumale07@gmail.com <yuvrajumale07@gmail.com>, ddthawani@mitaoe.ac.in <ddthawani@mitaoe.ac.in>, omkarchavan3414@gmail.com <omkarchavan3414@gmail.com>
Cc: Neelima Trehan <Neelima.Trehan@infogain.com>, Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Infogainers,

Congratulations.

We are happy to inform you that Infogain India Pvt. Ltd like to extend offer to you for the position of Software Engineer Trainee. After interviewing all the candidates, we found you the most suitable person for the job.

You are requested to fill Pre- Offer details on given link - <https://forms.office.com/r/g1UcWriUhB>

Formal Offer will hit your mailbox soon.

Dear Dr. Hemant Mali,

Infogain is giving Joining on 25th January 2022 to the below mentioned students. We will be giving them leaves to write their exam. Please confirm comfort of the University w.r.t his joining with us by day end tomorrow.

Candidate Name	Primary Email	Date Of Birth	Gender	Mobile
Suraj Subhash Rathod	ssrathod@mitaoe.ac.in	01 Jun 1999	Male	8379828368
Juthani Riya Kamal	jrk2506@gmail.com	25 Jun 1999	Female	7201077630
Yuvraj Na Umale	yuvrajumale07@gmail.com	27 Mar 2000	Male	9137877762
Dinesh Deepak Thawani	ddthawani@mitaoe.ac.in	21 Apr 2001	Male	9552771682
Omkar Prakash Chavan	omkarchavan3414@gmail.com	12 Jun 1998	Male	9518779299

Thanks & Regards

Wish you Good Health ●

100



Date : 23 December 2021

Dear Shraddha Chorage,

Congratulations!

We are pleased to offer you an appointment as a **Senior Engineer** in our Organisation. All Salary related information is as per Annexure 1.

You are requested to sign a copy of this letter along with Annexure 1 and return the same to us as a token of your acceptance of the offer.

The formal letter of appointment will be issued on your joining.

We look forward to your joining the Whirlpool family in July 2022 and wish you a rewarding and successful career with our organization.

Wishing you all the best,

Thanking you,

Yours Sincerely,
For Whirlpool of India Limited

Vani V Rao

Director - Human Resources

Annexure 1: Salary Breakup

Annexure to letter dated –	
Name :	
Designation : Senior Engineer	
Grade : Associate	
(I) MONTHLY BENEFITS	Rs. Per Month
Basic	18750
House Rent Allowance (50% of Basic)	9375
Conveyance Allowance	1600
Education Allowance	200
Special Allowance	21507
TOTAL(I)	51432
ANNUAL TOTAL(I)	617181
(II) ANNUAL BENEFITS:	Rs. Per Month
LTA	833
Medical Reimbursement	0
ANNUAL TOTAL(II)	10000
(III) RETIRAL BENEFITS:	Rs. Per Month
Provident Fund (12% of Basic)	2550
Gratuity (4.81% of Basic)	902
TOTAL(III)	3152
ANNUAL TOTAL(III)	37823
(IV) BONUS:	Rs. Per Month
Statutory Bonus	833
PMP Bonus	6250
ANNUAL TOTAL(IV)	84996
Monthly Compensation (I + II + III+IV)	62500
TOTAL ANNUAL CTC (I + II + III+IV)	750000
Performance Based Retention Bonus (V)**	200000
TOTAL COMPENSATION (I + II + III+IV+V)	950000

Additional Benefits:-

1. Insurance Benefits:-

- a. Eligible for Group Term Life Insurance - 4 Times Cost to Company
- b. Eligible for Group Personal Accident Policy - 5 lacs
- c. Eligible for Group Hospitalization Policy with premium subsidy as per policy (Including dependent Parents)

2. Co. Leased accommodation in lieu of Housing Allowance as per policy

3. Mobile sim connection as per policy.

4. Employee Product Scheme: 4 Products in a financial year @ 30% discount on Dealer Price.

5. Performance Bonus: Actual payable amount is computed basis Company & Individual performance. Actual payout can be upto 400% on Level 1 Performance, assuming 200% company performance

**** Subject to annual performance, a retention bonus will be paid spread over three years. The details of the policy will be shared with you post your appointment with the organization.**

Annexure: 2

Date:

General Terms & Conditions of Employment

1. This offer of employment with the Company is subject to your being found medically fit for employment and satisfactory references.
2. Your services are transferable, and can be seconded or deputed by the Company to :-
 - a) Any Whirlpool of India operation in India and abroad; whether existing as on the date of your appointment or to be established thereafter at the option of the Company.
 - b) Any operation in India and abroad under the management and/or ownership of Whirlpool of India including any joint venture in which Whirlpool of India is a participant or to any subsidiary or associate company of Whirlpool of India.
3. You shall be governed by the service rules & regulations and policies of the Company that are in force or will be introduced and /or modified from time to time. Any amendment or modification thereto shall be binding on you.

Note : This offer is conditional to the following clauses and if not met, the offer shall stand cancelled.

 1. Successful completion of Project
 2. CGPA of 7 with no backlogs
 3. Attendance of 90% during projects at Whirlpool
4. You shall carry out such duties as are assigned to you diligently and during such hours as may be stipulated by the Company from time to time.
5. You will be on probation for a period of one year from the date of your commencing work. This period of probation will be liable to such extension(s) or termination as the management may deem fit at its sole discretion.
6. During the probation period, either party shall be entitled to terminate the contract of employment by 30 days notice, in writing, or payment of CTC (Cost to Company) in lieu thereof. Post confirmation, employment can be terminated at any time by either side, giving three months' notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities.
7. You shall not engage yourself in any outside work, over and above your legitimate work in the company on duty days, on holidays and when you are on leave.
8. You will not disclose or divulge to any person or Company except to the extent permitted in writing by the Company either during the continuance of your service with the Company or any extension thereof and even after the cessation of your employment with the Company by any reason whatsoever:
 - a) Any secrets, affairs, confidential information entrusted to you or coming to your knowledge relating to the Company in the course of your employment.

- b) Any special and /or secret knowledge or processes developed by the Company or by its collaborators.
- c) The fruits of any special training that may be imparted to you by the Company or the fruits of any research contributed either by you or other employees, in the course of your or their employment with the Company
- 9. During your employment period and for a period of 2 years following termination of employment, notwithstanding the cause of termination, you will not, directly, or indirectly, work for any company or person engaged in competition with the company. This clause pertaining to the non-competition shall be enforced to the fullest extent permissible under the applicable law. This is applicable only at the Job Grade of Manager and above.
- 10. Any company sponsored foreign travel, for assignments / training beyond a period of 2 weeks may require that you sign a bond assuring two years service with Whirlpool of India Limited.
- 11. You shall communicate to the company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
- 12. In the unlikely event of any information furnished by you in connection with your employment with us, is suppressed or found to be false or incorrect, your services are liable to be terminated forthwith, without any notice pay or compensation whatsoever.
- 13. Your employment is subject to you being found medically fit and having cleared background verification, in the unlikely event of either being found unsatisfactory your services can be terminated immediately without any notice pay or compensation payout whatsoever.

This letter is being issued to you in duplicate. Please sign and return the copy as a token of your acceptance of the terms and conditions of this letter.

We wish you all the best in your new role.

Yours Sincerely,
For Whirlpool of India Limited

Vani V Rao

Director - Human Resources

Encl: as above.

I have read and understood the above terms and conditions of employment and accept the same.

Name:

Signature:

Date:

Head Corporate Relations
MIT Academy of Engineering,
Alandi (D.), Pune-412 105.





Signature of the Head of the Institution
Date: _____
Place: _____

101

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911



December 17, 2021

Pragati Mahendra Aboti
Shred Shree Lake Pride,
Coral-B-102, Shirsoli Road,
Jalgaon - 425001

Dear Pragati,

This has reference to your application for undergoing educational internship with us and the subsequent discussions we had. We are pleased to offer you placement as an Intern in our organization on the following terms & conditions:

1. The duration of your internship will be of six months from **11th January 2022 to 30th June 2022**. The details of the project will be conveyed to you in due course of time. While your internship will be initiated remotely, depending on the requirements of the project assignment you may be required to move to any of the company's operating location in India.
2. During this internship period, you will be paid a consolidated **monthly stipend of INR 18000/- (Eighteen thousand only)**.
3. You will be governed by the rules and regulations in force in the company and are expected to abide by the same and carry out instructions given by your guide / superior.
4. You will not incur any expenditure on behalf of the company until and unless you have prior, written approval for the same.
5. This internship will automatically come to an end on expiry of the above-mentioned period. The company however reserves the right to withdraw the internship at any time during this period. We would also like to clarify that this internship opportunity position is not to be construed as assurance for long-term employment with the company.
6. You will not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.
7. **Return of Company Property:** You shall promptly whenever requested by the Company, and in any event upon the completion of the project with the Company, return to the company the IT assets provided to you, deliver to the Company all lists of clients or customers, correspondence and all other documents, papers, records and any other properties which may have been prepared by you or have come into your possession in the course of your internship with the Company.

Computer Bank
2021 Bata

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911



8. The Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by you during the Project Work. To the extent that, by law, you do not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company and irrevocably and unconditionally assign to the company all intellectual property rights including copyright, in all such works.

Please sign and return the copy of this offer letter as a token of your acceptance of the terms and conditions mentioned above.

Yours sincerely,
For Johnson Controls (I) Pvt Ltd.

Kalpesh Vyas
Senior General Manager
Human Resources

Agreed and accepted by

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Intern Name

Date:



Offer Letter

Date: 28th December 2021

To,

Shivani Doulatrao Bagal,

Permanent Address: 16, At. Post Mangi, Tal - Karmala, Dist- Solapur, Maharashtra - 413203

Contact Details: 9851515050

Dear Shivani,

K2V2 Technologies Pvt. Ltd. (Beyond Walls) is pleased to extend you an offer as **Product Engineer - Product Development (Sell.Do)**. We strongly believe that your knowledge and expertise will be a great asset to the company.

Your Tentative Date of Joining Will be **4th July 2022**.

Your agreed Annual CTC will be **Rs. 788,962.00/- per annum**. 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 one-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 **4th July 2022** with full understanding.
3. **Background Verification - K2V2 Technologies Private Limited** 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 Private Limited (Sell.Do)** may initiate certain additional checks during your tenure in **K2V2 Technologies Private Limited (Sell.Do)** and by accepting this offer you agree to undergo such additional checks. **K2V2 Technologies Private Limited (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 29th December 2021. We look forward to your response.

K2V2 Technologies Private Limited
Walls

www.Beyond

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 No.: +91 20 6689 9175
Pune • Mumbai • Bangalore • Delhi • Hyderabad • Chennai • Kolkata
Corporate Identity Number: U72900PN2019PTC182955 | Email ID: info@Beyond Walls

**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).

*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
Statutory Bonus	1,943.67	23,324.00
LTA (Leave, Travel Allowance)	2,333.33	28,000.00
Special Allowance	19,589.67	235,076.00
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
Gross Salary	58,333.33	700,000.00
Bonus/Performance Pay*		70,000.00
Medical and Accidental Insurance		5,500
Gratuity		13,462
Total CTC		788,962.00
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.

K2V2 Technologies Private Limited



Director

Accepted By

Shivani Doulatrao Bagal

K2V2 Technologies Private Limited
Walls

www.Beyond

Registered Office: 2nd & 3rd Floor, H. No. 1/2, Near Hotel Holiday Inn, Above Maruti Suzuki Sumankirti Cars, Mahalunge, Pune, Maharashtra - 411 052, INDIA Phone No.: +91 20 6689 9175

Pune • Mumbai • Bangalore • Delhi • Hyderabad • Chennai • Kolkata

Corporate Identity Number: U72900PN2019PTC182955 | Email ID: info@Beyond Walls

Fwd: Mit-WPU,Pune: Kylas (2022 batch)selections

1 message

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

Sat, Mar 26, 2022 at 10:09 AM

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

From: Reeti Agrawal <reeti.agrawal@sell.do>

Date: Tue, Jan 4, 2022 at 1:15 PM

Subject: Re: Mit-WPU,Pune: List of UX/UI/PD students for Kylas (2022 batch)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Jitendra Gadhvi <director.cs@mitwpu.edu.in>, Dr. Ketaki Kulkarni <centralplacements@mitwpu.edu.in>, Careers <careers@sell.do>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Greetings for the day!!

I will be your point of contact moving forward.

For UI/UX we have shortlisted and offered one candidate.

Natalie Valsankar	UI/UX	sell.do	MIT WPU	4TH JULY 2022
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For IT we have shortlisted below candidates

Gunjan Chug	Product Development	sell.do	MIT WPU	4TH JULY 2022
Shivani Bagal	Product Development	sell.do	MIT AOE	4TH JULY 2022
Amit Kumar	Product development	Sell.do	MIT AOE	4TH JULY 2022
Sourabh Kalel	Product development	Sell.do	MIT AOE	4TH JULY 2022

Looking forward for the selected Students to join for the training from office by Mid of January i.e. 15th January 2022 so that they can understand working process in Sell.do/Kylas, let me know when we can connect.

Best Regards,

Reeti Agrawal

<https://www.linkedin.com/in/reeti-agrawal-9a7b84162/>

Executive- Talent Acquisition

Sell.do | Kylas

2022 Batch

Computer - Branch

Fwd: MIT-WPU, Pune: Kylas (2022 batch) selections

1 message

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

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To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Jitendra Gadhvi <director.cs@mitwpu.edu.in>, Dr. Ketaki Kulkarni <centralplacements@mitwpu.edu.in>, Careers <careers@sell.do>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Greetings for the day!!

I will be your point of contact moving forward.

For UI/UX we have shortlisted and offered one candidate.

Natalie Valsangkar	UI/UX	sell.do	MIT WPU	4TH JULY 2022
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Gunjan Chug	Product Development	sell.do	MIT WPU	4TH JULY 2022
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Best Regards,

Reeti Agrawal

<https://www.linkedin.com/in/reeti-agrawal-9a7b84162/>

Executive- Talent Acquisition

Sell.do | Kylas

Fwd: Intellipaat_Campus selections 2022 batch

1 message

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

Sat, Mar 26, 2022 at 10:23 AM

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

From: Ojasvi Mahajan <Ojasvi@intellipaat.com>
Date: Wed, Jan 5, 2022 at 7:34 PM
Subject: Re: Campus Placément
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@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**.

Shrutika Ramkrishna Ghadage
Suraj Dashrath Rathod
Nachiket Pravin Pusadkar
Shivam Bijjamwar
Rohit Kapusing Rajput

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

Website: www.Intellipaat.com



Follow us on: Twitter | LinkedIn | Facebook | Google+

Fwd: CTC Breakup-Mridul Narang | Bristlecone India Limited (A Mahindra Group)

1 message

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

Sat, Mar 26, 2022 at 10:21 AM

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

From: SAUMYA SINGH <saumya.singh1@bristlecone.com>

Date: Wed, Feb 23, 2022 at 1:24 PM

Subject: CTC Breakup-Mridul Narang | Bristlecone India Limited (A Mahindra Group)

To: mridulrock247@gmail.com <mridulrock247@gmail.com>

Cc: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Mridul Narang,

On behalf of all the members of Bristlecone family, we welcome you. We have really enjoyed speaking with you and getting to know you over the past few weeks.

Kindly find below the Letter of Intent. Please note this is not an actual offer letter.

The actual offer will be shared with you after the acceptance of LOI and internal approvals. Kindly mail us your acceptance.

NAME : Mridul Narang		
DESIGNATION : Associate		
DATE OF JOINING :		
COST TO COMPANY :		INR 425,000
FIXED SALARY :		INR 425,000
VARIABLE PAY : 0.0000000%		INR 0
SALARY COMPONENTS (INR)	MONTHLY	ANNUAL
BASIC SALARY	INR 15,000	INR 180,000
FLEXI PAY*	INR 17,895	INR 214,742
PROVIDENT FUND (Employer Contribution)**	INR 1,800	INR 21,600

GRATUITY (Employer Contribution)***	INR 722	INR 8,658
MONTHLY GROSS SALARY (PRE-TAX)	INR 31,095	
Fixed Salary includes company's contribution to Provident Fund & Gratuity		
Basic Salary will be INR 180,000 or 25% of Fixed salary, whichever is higher		
Monthly Gross Salary (Pre-Tax) includes Basic and Flexi Pay, less Employee's contribution to PF		
*Please refer to Annexure I for details on Flexi Pay components #Balancing amount after selecting Flexi Pay options shall be paid as Supplementary Allowance		
**PF contribution as per prevailing laws is 12% of basic pay		
***Gratuity is as per prevailing laws is 4.81% of Basic Pay - Employees completing 4 Years & 240 Days of continuous service are eligible for Gratuity payout		

Flexi Pay Components		
Options	Monthly	Yearly
House Rent Allowance	40% of Basic (Non-Metro Cities) & 50% of Basic (Metro Cities)	
Meal Coupons	Fixed at INR 2200	Fixed at INR 26400
Child Education Allowance	Fixed at INR 100	Fixed at INR 1200
Telephone Reimbursement	Fixed at INR 1500	Fixed at INR 18000
LTA (Leave Travel Allowance)	Fixed at INR 6250	Fixed at INR 75000
Books & Periodicals	INR 1000	INR 12000
Car Running & Maintenance Reimbursement	INR 1800 for all vehicles below 1600 cubic capacity and INR 2400 for all vehicles above 1600 cubic capacity	INR 21600 for all vehicles below 1600 cubic capacity and INR 28800 for all vehicles above 1600 cubic capacity

Driver's Salary	Fixed at INR 900	Fixed at INR 10800
------------------------	------------------	--------------------

You will be eligible for total Flexi Pay as per the CTC letter with the flexibility to choose any / all of the above-mentioned elements to create a tax efficient salary structure as per your need. Tax benefits on the above-mentioned options is subject to submission of bills. If bills are not submitted by the end of financial year, the amount is paid to employees post applicable tax deductions.

Mediclaim:

- Over and above the committed fixed CTC, company is providing Mediclaim insurance coverage for a sum insured amount of Rs.6,00,000/- per annum as a family floater (for self, spouse and 2 children). Besides this, voluntary options have been given to employees to cover their dependent parents at corporate rates on a self-paid basis
- Also, the company provides coverage under group personal accident (GPA) Insurance as per the company's policy.

Please note this is not the final offer

Kindly share the below listed documents only in PDF format along with Application form (attached)

- Graduation degree certificate
- Post – Graduation degree certificate
- Appointment letter of previous company (If applicable)
- Relieving letter of previous company (if applicable)
- Last 3 months payslips
- PAN card copy
- Aadhar card copy
- Passport copy
- 3 passport size recent photographs (with white background)

Thanks,

Saumya Singh

Talent Acquisition

Pune, Maharashtra - INDIA

Email : saumya.singh1@bcone.com | www.bcone.com

BRISTLECONE

DISCLAIMER : - The contents of this E-mail (including the contents of the enclosure/(s) or attachment/(s) if any) are the privileged and confidential material of Bristlecone and should not be disclosed to, used by or copied in any manner by anyone other than the intended addressee/(s). If this E-mail (including the enclosure/(s) or attachment/(s) if any) has been received in error, please advise the sender immediately and delete it from your system. The views expressed in this E-mail message (including the enclosure/(s) or attachment/(s) if any) are those of the individual sender.

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This email has been scanned for viruses and malware, and may have been automatically archived by Mimecast, a leader in email security and cyber resilience. Mimecast integrates email defenses with brand protection, security awareness training, web security, compliance and other essential capabilities. Mimecast helps protect large and small organizations from malicious activity, human error and technology failure; and to lead the movement toward building a more resilient world. To find out more, visit our website.



Application for Employment V4 updated.doc

125K

Fwd: FIS Global_Campus selections - 2022 batch

1 message

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

Sat, Mar 26, 2022 at 10:38 AM

On Tue, Jan 25, 2022 at 10:53 AM Devaraj, NileshKumar <NileshKumar.Devaraj@fisglobal.com> wrote:

Greetings from FIS!

This is to bring to your notice that the below mentioned candidates has been shortlisted by FIS.

(Offer Letter has been shared to most of the candidates and rest will be shared shortly)

FIS University Program Onboarding Process:

Date of Joining: 27 June 2022

- Candidates with date of joining as 27 Jun 2022 will be joining FIS as interns starting 3rd/4th week of February (Monthly stipend à INR 25000).
- Post internship, candidates will continue to work as a full-time employee with FIS effective from 27 Jun 2022 (as mentioned in the Offer Letter).

Kindly request you to acknowledge this email in order to proceed further.

Full Name	Proposed Joining Date	Email ID	Mobile No.	Institution Name
Vedant Taparia	14-Feb-22	vstaparia@mitaoe.ac.in	7002248879	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE
Amaan Hussain	27-Jun-22	amaanhussain1218@gmail.com	9552553665	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE
Dhruv Mittal	27-Jun-22	dhruvmittal01@gmail.com	9821783511	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE
Saloni Dhadda	27-Jun-22	salonidhadda@gmail.com	8698324558	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE
Sumit Mehta	27-Jun-22	sumitmehta5553@gmail.com	7058298475	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE
Ameya Rajesh Godbole	27-Jun-22	argodbole@mitaoe.ac.in	7887462034	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE

Note: Status update on the remaining candidates from your institution will be shared shortly, if any.

Feel free to reach out to me for any queries/concerns.

regards,

Nilesh Kumar Devaraj

Talent Acquisition (University Program)

The People Office

E: NileshKumar.Devaraj@fisglobal.com

FIS | Advancing the way the world pays, banks and invests™





The information contained in this message is proprietary and/or confidential. If you are not the intended recipient, please: (i) delete the message and all copies; (ii) do not disclose, distribute or use the message in any manner; and (iii) notify the sender immediately. In addition, please be aware that any message addressed to our domain is subject to archiving and review by persons other than the intended recipient. Thank you.

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MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Nielsen Iq_Final Selection List-MIT WPU 2022

1 message

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

Sat, Mar 26, 2022 at 10:59 AM

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

From: **Harsha Dubey** <Harsha.Dubey.intern@nielseniq.com>

Date: Tue, Feb 8, 2022 at 1:09 PM

Subject: Final Selection List-MIT WPU

To: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>

Cc: arjun.kale@mitwpu.edu.in <arjun.kale@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Placement Coordinator,

We wish to inform you that we have selected the below mentioned students from your Campus.

Congratulations to:

Candidate Name	Candidate Email ID
Jayesh Anurag Laddha	jladdha26@gmail.com
Harshita Khatri	khatriharshita5@gmail.com
Devshree R Walunj	gswati185@gmail.com
Ananya Singh	1152190251@mitwpu.edu.in
Anant Singh	antvikramsingh2408@gmail.com
kriti sree	kritisree06092002@gmail.com
Yash Karambelkar	yashk9901@gmail.com
Prachi Jawale	jawaleprachi1419@gmail.com
Anusha Datta	anushadatta2001@gmail.com

Babel Akash Anil	aababel@mitaoe.ac.in
Rishi Gupta	rishigupta204@gmail.com
Rutuja Darade	rsdarade@mitaoe.ac.in
Vaishnav Poojary	vaishnavpoojary10@gmail.com
Akshata Singh	manoj Singh3001@rediffmail.com
Pooja Dosi	Pmdosi@mitaoe.ac.in

We are going to onboard them into batches. Hence, few of them will have their DOJ as 21st Feb and others in April.

We thank you for your continuous support during this drive.

Thanks

Kind Regards,

Harsha Dubey

Human Resource

(Pronouns: She/Her)

"Click here to know about your Employee Benefits policies"

 NielsenIQ

2 March 2022

To,
Payal Warade

Dear Payal,

We thank you for showing interest in joining our organization. In reference to your recent application and subsequent interviews, we are pleased to offer you an **Internship** with **Nice Software Solutions Pvt Ltd**. We trust that your knowledge, skills and experience are in line with our company's requirements and will enable you to succeed at Nice.

NICE is a fast growing software services company with proven expertise in delivering cost effective, high quality consulting and training solutions in areas like Business Intelligence, Instructional Design, Online Content Development and Certifications. As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are pleased to offer you a Stipend of 15,000/- per month. We would like you to start work on **14th March 2022** and report to office @ 10:00 AM. Please report to Tanvi Deshmukh, for documentation and orientation.

We are confident you will find this opportunity both challenging and rewarding. We look forward to have you joining **NICE** and develop a long term mutually beneficial association with us.

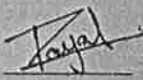
Please sign the enclosed/attached copy of this letter and return it to me before **March 03 2022** to indicate your acceptance.

For any further information or clarification required, please feel free to call us on +91 9325877557/9545904455 and email us at - mgur@nicesoftwareolutions.com

Sincerely,
Snehal Solanke
Lead Human Resources



I accept the offer as outlined above.

Signature: 

Payal Warade

Date: 03/03/2022

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Plot No 21, IT Park, Wing - A, Ground Floor, Gayatri Nagar, Nagpur - 440022, India
☎ +91 712 6644575, M: +91 8007861579
✉ info@nicesoftwareolutions.com
CIN : U80904MH2012PTC227525

2 March 2022

To,
Gajanan Khande

Dear Gajanan,

We thank you for showing interest in joining our organization. In reference to your recent application and subsequent interviews, we are pleased to offer you an Internship with Nice Software Solutions Pvt Ltd. We trust that your knowledge, skills and experience are in line with our company's requirements and will enable you to succeed at Nice.

NICE is a fast growing software services company with proven expertise in delivering cost effective, high quality consulting and training solutions in areas like Business Intelligence, Instructional Design, Online Content Development and Certifications. As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are pleased to offer you a Stipend of 15,000/- per month. We would like you to start work on 14th March 2022 and report to office @ 10:00 AM. Please report to Tanvi Deshmukh, for documentation and orientation.

We are confident you will find this opportunity both challenging and rewarding. We look forward to have you joining NICE and develop a long term mutually beneficial association with us.

Please sign the enclosed/attached copy of this letter and return it to me before March 03 2022 to indicate your acceptance.

For any further information or clarification required, please feel free to call us on +91 9325877557/9545904455 and email us at - mgur@nicesoftwareolutions.com

Sincerely,
Snehal Solanke
Lead Human Resources

I accept the offer as outlined above.

Signature:
Gajanan Khande

Date: 3rd March 2022



data axle shilpi

Compose

Mail

Inbox 1,109

Starred

Snoozed

Sent

Drafts 348

Anil_Pacha 64

Calyxpod 186

Company_Invite_M... 59

Fad 7

Offer Letters

Personal_Bank_lic_... 3

Placement_Selection 1

Weeklv Monthlv re 1

Chat

Spaces

Data Axle Placement. dream Status

Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>
to Shitalkumar, Vikas, Sarvesh

From: "Shilpi Mahar" <ShilpiMahar@data-axl.com>

To: "pramoddastoorkar@yahoo.com" <pramoddastoorkar@yahoo.com>, "spchaudhari@mitaoe.ac.in" <spchaudhari@mitaoe.ac.in>

Cc: "Ajar Baxi" <Ajar.Bxi@data-axl.com>

Sent: Tue, 15 Feb 2022 at 8:29 pm

Subject: RE: MIT : Data Axle Campus -Preplacement talk-2022 Batch

Hi Team,

The students below have been selected and will receive the offer this week .

We will have a call with them to explain in detail about the salary and benefits before releasing the offer .

- 1. Ashish Sharma
- 2. Shivam Singh

We are looking forward to onboard them. The CTC offered will be 9.25LPA .

Please re-confirm if they are 60% throughout with no live/ dead backlog.

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

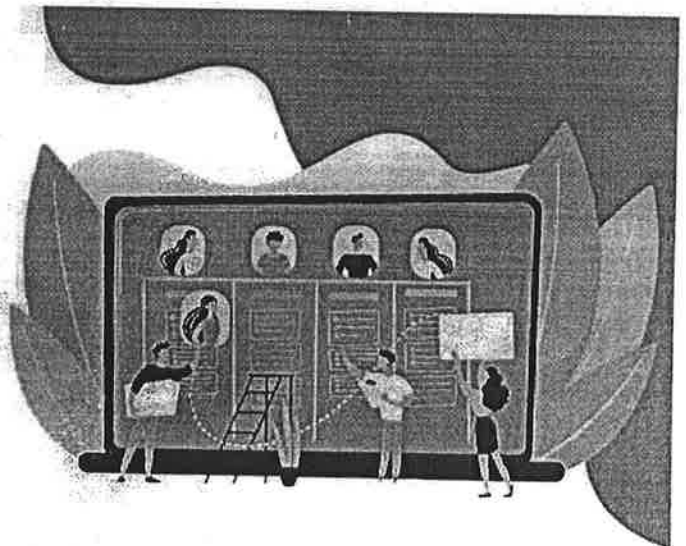
----- Forwarded message -----

From: <Kaustubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



**Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!**

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Campus GenC Elevate and GenC**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into

We would like 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 appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents 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**.

Please find the final results attached herewith for your college.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn
- The selected candidates are subject to internal audit process. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who successfully cleared all rounds of the GenC & GenC Elevate recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com

Regards,
Human Resources – GenC

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1414539	Yaseen Yunus Shelkh	yysheikh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9049330420	GenC Select
1417161	Satyeet Bhanudas Biradar	sbbiradar@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	8788471670	GenC Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit Mahesh Phadtare	mohitphadtare29@gmail.com		Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrinivasphulwadkar@gmail.com		Maharashtra Institute of Technology, Pune	9021000195	GenC Select
1423992	Dnyaneshwari Shriram Pacharne	dnyaneshwarip2803@gmail.com		Maharashtra Institute of Technology, Pune	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com		Maharashtra Institute of Technology, Pune	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vnachake@gmail.com		Maharashtra Institute of Technology, Pune	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com		Maharashtra Institute of Technology, Pune	7977269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com		Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com		Maharashtra Institute of Technology, Pune	7755906032	GenC Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com		Maharashtra Institute of Technology, Pune	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in		Maharashtra Institute of Technology, Pune	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in		Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com		Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	snshinde253@gmail.com		Maharashtra Institute of Technology, Pune	7385727449	GenC Select
1461014	Piyush Jeevan Jagdale	pijagdale@gmail.com		Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhmani Misra	shubhmani27200@gmail.com		Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com		Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com		Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com		Maharashtra Institute of Technology, Pune	9307846778	GenC Select
1481136	Vinayak Arun Thote	vinayakthote932@gmail.com		Maharashtra Institute of Technology, Pune	8208415381	GenC Select
1494636	kumar harsh	kumarharshrocks21@gmail.com		Maharashtra Institute of Technology, Pune	7991140212	GenC Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9146586119	GenC Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com		Maharashtra Institute of Technology, Pune	9420271050	GenC Select
1583668	Rahul Ravindra Tarte	rahulrt99@gmail.com		Maharashtra Institute of Technology, Pune	8104460198	GenC Select
1096503	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com		Maharashtra Institute of Technology, Pune	8956131254	GenC Select
1096097	Abhisangh Singh Arora	agarora@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7769848017	GenC Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620807898	GenC Select
1104872	Nikhil Parshuram Marathe	marathe2681@gmail.com		Maharashtra Institute of Technology, Pune	7448015773	GenC Select
1108857	Sudarshan Shah	sudarshanshahpk@gmail.com		Maharashtra Institute of Technology, Pune	9024853565	GenC Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select

(113)

Fwd: Reval Analytics_campus selection_ Software Developer (2022 batch)

1 message

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

Sun, Mar 27, 2022 at 4:54 PM

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

From: **jyoti nair** <jyoti.nair@virtuaresearch.com>

Date: Wed, Feb 16, 2022 at 7:37 PM

Subject: Re: Fwd: MIT-WPU,Pune: List of interested students of Engineering for Reval Analytics_JD_Trainee Software Developer (2022 batch)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, "Dr. Hemant Mali" <hemant.mali@mitwpu.edu.in>

Cc: Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>

Hello Hemant,

Shraddha Mune has been selected for the post of Trainee Software Developer. Kindly freeze her from attending other interviews.

The candidates on hold are as below, we would like to conduct a face to face round of interview with them, the schedule of which I will inform you shortly.

Ashwini Haral
Rushikesh Patil
Dhruvapal Chauhan

Regards,**Jyoti Nair | Accounts & HR Executive****Reval Analytical Services Pvt. Ltd.****Address:** Office No: B 301, 3rd floor,

Mayfair Tower I, KB Joshi Path,

Sphurti Society, Wakadewadi,

Shivajinagar, Pune, Maharashtra 411 005.

Company website: <http://www.revalanalytics.com/>

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2 March 2022

To,
Ishwari Sonparote

Dear Ishwari,

We thank you for showing interest in joining our organization. In reference to your recent application and subsequent interviews, we are pleased to offer you an **Internship** with **Nice Software Solutions Pvt Ltd**. We trust that your **knowledge**, skills and experience are in line with our company's requirements and will enable you to succeed at Nice.

NICE is a fast growing software services company with proven expertise in delivering cost effective, high quality consulting and training solutions in areas like Business Intelligence, Instructional Design, Online Content Development and Certifications. As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are pleased to offer you a Stipend of 15,000/- per month. We would like you to start work on **14th March 2022** and report to office @ 10:00 AM. Please report to Tanvi Deshmukh, for documentation and orientation.

We are confident you will find this opportunity both challenging and rewarding. We look forward to have you joining NICE and develop a long term mutually beneficial association with us.

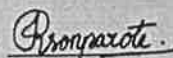
Please sign the enclosed/attached copy of this letter and return it to me before **March 03 2022** to indicate your acceptance.

For any further information or clarification required, please feel free to call us on +91 9325877557/9545904455 and email us at – mgur@nicesoftwareolutions.com

Sincerely,
Snehal Solanke
Lead Human Resources



I accept the offer as outlined above.

Signature: 

Ishwari Sonparote

Date: 03/03/2022

Fwd: EQ TEchnologic : Final Selections 2022

1 message

Mon, Jan 17, 2022 at 3:14 PM

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:39 PM
Subject: Fwd: EQ TEchnologic : Final Selections 2022
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Rustom Taraporevala <Rustom@1eq.com>
Date: Thu, Jul 22, 2021 at 4:40 PM
Subject: RE: EXT: MIT-WPU,Pune: List of interested students_ 2022 batch
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Deepali Hendre <Deepali.Hendre@1eq.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>.

Dr. Mali,

Here is our final list.

AMCAT ID	#	firstName	middleName	lastName	gender	dob	emailId	mobileNumber
87850068078067	1	Aniket	Chandrashekhar	Inamdar	Male	2000-07-10	aniket.1020@gmail.com	7588025548
87850068700305	2	Pranav	Narasaheb	Gawade	Male	2000-06-09	pngawade@mitaoe.ac.in	8380998069
87850068002184	3	Rohit		Anand	Male	1999-02-21	rrohitnand3336@gmail.com	9145935437
87850068115547	4	Khuzema	Zoher	khomosi	Male	1999-12-06	Khomosikhuzema894@gmail.com	8264660512
87850068040928	5	Viren	Vipul	Modi	Male	1998-02-05	modiviren1@gmail.com	7263070700
87850068764809	6	Sumanth		Vullamparthi	Male	2001-03-21	sbenhur2@gmail.com	7620052882
87850068697364	7	Kaustubh	Kishan	Patil	Male	2000-11-26	kkpatil@mitaoe.ac.in	7558288739
87850068439370	8	Diksha		Bagdi	Female	2000-05-29	dikshabagdi88@gmail.com	9765100440

Regards,

Rustom

From: Rustom Taraporevala
Sent: 22 July 2021 15:37
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Deepali Hendre <Deepali.Hendre@1eq.com>; MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Pranita Sonavane <Pranita.Sonavane@1eq.com>; Adwait Thakurdas <Adwait.Thakurdas@1eq.com>
Subject: RE: EXT: MIT-WPU,Pune: List of interested students_ 2022 batch

116

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: EQ TEchnologic : Final Selections 2022

1 message

Mon, Jan 17, 2022 at 3:14 PM

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

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Here is our final list.

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87850068700305	2	Pranav	Nanasaheb	Gawade	Male	2000-06-09	pngawade@mitaoe.ac.in	8380998069
87850068002184	3	Rohit		Anand	Male	1999-02-21	rrohitnand3336@gmail.com	9145935437
87850068115547	4	Khuzema	Zoher	khomosl	Male	1999-12-06	Khomosikhuzema894@gmail.com	8264660512
87850068040928	5	Viren	Vipul	Modi	Male	1998-02-05	modiviren1@gmail.com	7263070700
87850068764809	6	Sumanth		Vullamparthi	Male	2001-03-21	sbenhur2@gmail.com	7620052882
87850068697364	7	Kaustubh	Kishan	Patil	Male	2000-11-26	kkpatil@mitaoe.ac.in	7558288739
87850068439370	8	Diksha		Bagdi	Female	2000-05-29	dikshabagdi88@gmail.com	9765100440

Regards,

Rustom

From: Rustom Taraporevala
 Sent: 22 July 2021 15:37
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
 Cc: Deepali Hendre <Deepali.Hendre@1eq.com>; MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Pranita Sonavane <Pranita.Sonavane@1eq.com>; Adwait Thakurdas <Adwait.Thakurdas@1eq.com>
 Subject: RE: EXT: MIT-WPU,Pune: List of interested students_ 2022 batch

Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:35 PM
Subject: Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ashwita Upadhyaya <ashwita.upadhyaya@zs.com>
Date: Fri, Jul 30, 2021 at 9:27 PM
Subject: RE: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
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 Hemant Sir and Anil Sir,

Greetings from ZS!

It gave us immense pleasure to conduct campus recruitment event for MIT Pune and Alandi for campus placements 2021-22.

We are glad to announce that we have been able to make **15 full time employment offers** from your esteemed college. Please block these candidates for ZS and they cannot be permitted to be a part of the upcoming process for the 2020-21 placements.

Sr. No.	Role	Full Name	Email ID	Mobile	Graduation School Name	Status
1	BOA	Jay Wamne	jvwamne@mitaoe.ac.in	7378947006	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
2	BOA	Radhika Deshmukh	radhikajd223@gmail.com	7039780124	Maharashtra Institute of Technology	Final interview feedback pending
3	BOA	Monisha Kohli	monisha.kohli02@gmail.com	7065107655	Maharashtra Institute of Technology	Final interview feedback pending
4	BTSA	Aman Agarwal	aman.agarwal150@gmail.com	7738037284	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
5	BTSA	Prachi Patil	pspatil@mitaoe.ac.in	7758054736	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
6	BTSA	Prathmesh Salunkhe	pssalunkhe@mitaoe.ac.in	9766134445	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
7	BTSA	Pritesh Ghaywat	pgghaywat@mitaoe.ac.in	8669212159	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
8	BTSA	Ria Siglia	riasiglia@gmail.com	9130612892	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
9	BTSA	Shubham Sapkal	mailtoshubhamsapkal@gmail.com	7276210213	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
10	BTSA	Sushant Patil	smpatil@mitaoe.ac.in	7021768922	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
11	BTSA	Tejas Kshirsagar	tpkshirsagar@mitaoe.ac.in	7083790719	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
12	BTSA	Mandar Menjoge	mandarmenjoge@gmail.com	9822571021	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
13	BTSA	Prajakta Khemkar	prajaklapk2307@gmail.com	9404935508	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
14	BTSA	Pratiksha Thakur	pratikshathakur360@gmail.com	7887533980	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
15	BTSA	Priyen Mangukiya	pmangukiya312@gmail.com	8369443124	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
16	BTSA	Shraddha Jadhav	jadhavshraddha555@gmail.com	9370673399	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
17	BTSA	Shriya Upasani	1032180828@mitwpu.edu.in	7045059567	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship

Request you to share the offered candidate details in the enclosed format latest by 6th August'21. I will keep you posted on the feedback pending instances as soon as I hear back from the interviewers.

I also wanted to highlight that Pradnyesh Doo did not solve the case study at the allotted time, and requested for additional time to solve. Upon providing the required support, he still did not solve the case study again (he confirmed over calls he is solving it, but did not) and directly told the interviewer that he did not solve and hence dropped off the process. Additionally, Shubhami Misra also directly informed a senior Manager during the final interview that he is interested in the automotive sector, not ZS, and dropped out of the process. It will be appreciated if the placement team takes strict actions against such students who are not interested in the process. Such candidates hamper the integrity of the entire process and also leads to loss of time for our recruiter and interviewer teams. Please ensure to educate the candidates and weed out such students prior to the interviews to ensure a smooth and efficient process.

We would like to thank you for partnering with us and supporting us throughout the process.

Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology

1 message

Dr. Shilalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:35 PM
Subject: Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
To: Dr. Shilalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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From: Ashwita Upadhyaya <ashwita.upadhyaya@zs.com>
Date: Fri, Jul 30, 2021 at 9:27 PM
Subject: RE: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
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 Hemant Sir and Anil Sir,

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2	BOA	Radhika Deshmukh	radhikajd223@gmail.com	7039780124	Maharashtra Institute of Technology	Final interview feedback pending
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4	BTSA	Aman Agarwal	aman.agarwal150@gmail.com	7738037284	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
5	BTSA	Prachi Patil	pspatil@mitaoe.ac.in	7758054736	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
6	BTSA	Prathmesh Salunkhe	pssalunkhe@mitaoe.ac.in	9766134445	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
7	BTSA	Prilesh Ghaywat	pgghaywat@mitaoe.ac.in	8669212159	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
8	BTSA	Ria Siglia	riasiglia@gmail.com	9130612892	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
9	BTSA	Shubham Sapkal	mailtoshubhamsapkal@gmail.com	7276210213	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
10	BTSA	Sushant Patil	smpatil@mitaoe.ac.in	7021768922	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
11	BTSA	Tejas Kshirsagar	tpkshirsagar@mitaoe.ac.in	7083790719	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
12	BTSA	Mandar Menjoge	mandarmenjoge@gmail.com	9822571021	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
13	BTSA	Prajakta Khamkar	prajaklapk2307@gmail.com	9404935508	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
14	BTSA	Pratiksha Thakur	pratikshathakur360@gmail.com	7887533980	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
15	BTSA	Priyen Mangukiya	pmangukiya312@gmail.com	8369443124	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
16	BTSA	Shraddha Jadhav	jadhavshraddha555@gmail.com	9370673399	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
17	BTSA	Shriya Upasani	1032180828@mitwpu.edu.in	7045059567	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship

Request you to share the offered candidate details in the enclosed format latest by 6th August '21. I will keep you posted on the feedback pending instances as soon as I hear back from the interviewers.

I also wanted to highlight that Pradnyesh Deo did not solve the case study at the allotted time, and requested for additional time to solve. Upon providing the required support, he still did not solve the case study again (he confirmed over calls he is solving it, but did not) and directly told the interviewer that he did not solve and hence dropped off the process. Additionally, Shubhami Misra also directly informed a senior Manager during the final interview that he is interested in the automotive sector, not ZS, and dropped out of the process. It will be appreciated if the placement team takes strict actions against such students who are not interested in the process. Such candidates hamper the integrity of the entire process and also leads to loss of time for our recruiter and interviewer teams. Please ensure to educate the candidates and weed out such students prior to the interviews to ensure a smooth and efficient process.

We would like to thank you for partnering with us and supporting us throughout the process.

**Fwd: Quantiphi: MIT-WPU,Pune: Invitation for Campus Recruitment_2022
passing-out batch**

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Quantiphi: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Vivian Ferrao <vivian.ferrao@quantiphi.com>
Date: Wed, Aug 4, 2021 at 9:16 AM
Subject: Re: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Hemant Mali
<hemant.mali@mitwpu.edu.in>

Mr. Hemant,

For visibility.

On Wed, Aug 4, 2021 at 1:30 AM Vivian Ferrao <vivian.ferrao@quantiphi.com> wrote:
Hi Team,

Please find the list of selects attached from our end.

However the below candidates are yet to be interviewed and will be aligning them today 4th August 21

Shubham	Khule	shubham99.khule@gmail.com
prathmesh	patil	patil7389797300@gmail.com
Kalpesh	Raundal	knraundal@mitaoe.ac.in
Lekhanksh	Bondade	ldbondade@mitaoe.ac.in
Sarfaraj	Shaikh	srshaikh@mitaoe.ac.in

In case of any selects from the above we will update you here.
Thanks & Regards,

Vivian Ferrao

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| US and India

www.quantiphi.com

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AI - Data - Cloud

First Name	Last Name	Email ID	Role-Primary
Mayur	Tadge	mdtadge@mitaoe.ac.in	Framework Engineer
Nishant	Jain	nj27nishant@gmail.com	Framework Engineer
Sahil	Pawar	pawarsahil1297@gmail.com	Framework Engineer
Dhanashree	Godase	dsgodase22@gmail.com	Framework Engineer
Ayush	Kumar	ayushkmr17@gmail.com	Framework Engineer
Aditi	Baheti	bahetiaa@gmail.com	Machine Learning Engineer
Abhishek	Choure	abhishekchoure222@gmail.com	Framework Engineer
Vivek	Ramakrishnan	vivekray1999@gmail.com	Business Analyst
Swadhin	Nagulpelli	sunagulpelli@mitaoe.ac.in	Machine Learning Engineer
Aakash	Chakor	ajchakor@mitaoe.ac.in	Machine Learning Engineer

Fwd: IDEAS :MIT-WPU,Pune: List of interested students_2022 passing-out batch

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

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

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

Date: Thu, Dec 23, 2021 at 3:31 PM

Subject: IDEAS :MIT-WPU,Pune: List of interested students_2022 passing-out batch

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Mrinal Lokhande** <Mrinal.Lokhande@ideas.com>

Date: Tue, Jul 27, 2021 at 7:50 PM

Subject: RE: MIT-WPU,Pune: List of interested students_2022 passing-out batch

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Hemant Sir,

Below is the list of students we have shortlisted:

1. Ambuj Mishra ✓
2. Shreyas Khairnar
3. Isha Singh

I'll share the LOIs with them by tomorrow.

Also, we are in a discussion with our VP of Software development to get an extra approval for one more position, as the interviewers liked Sushant too, however..its still under discussion and we would need a weeks time to confirm the same..Sushant can sit for other companies, as we are uncertain about this decision, we don't want he should miss any chance.

Thanks,

Mrinal

Mrinal Lokhande

Talent Acquisition Specialist



Fwd: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:42 PM
Subject: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: Vinay Ramesh <vinay.ramesh@accolitedigital.com>
Date: Thu, Aug 5, 2021 at 11:16 PM
Subject: Campus Hires | 2022 Batch | MIT World Peace University
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Dr Hemant,

Greetings from Accolite!

Thank you for the support extended to us. We are happy to inform you that we concluded our Virtual campus hiring process at MIT World Peace University.

Details of the confirmed hire are as below. Request you to block him from attending another placement process.

Candidate Name	Email	Gender	Mobile	Offer Type
Aayush Gupta	aayush.gupta3009@gmail.com	Male	9113341820	Internship + FTE
Abhiraj Mhetre	abhirajmhetre@gmail.com	Male	8888083701	Internship + FTE
Adarsh Malviya	adarsh06malviya@gmail.com	Male	7559406898	Internship + FTE
Aditya Dhenge	adityadhenge2000@gmail.com	Male	9423404036	Internship + FTE
Akshat Baranwal	whyakshat@gmail.com	Male	9140614945	Internship + FTE
Anit Agrawal	anitagrwal295@gmail.com	Male	9511283295	Internship + FTE
Archit Jain	architkj5@gmail.com	Male	8871834536	Internship + FTE
Lakshita Agarwal	lakshitaagarwal23@gmail.com	Female	9460692792	Internship + FTE
Raj Awate	rpawate@mitaoe.ac.in	Male	9850066089	Internship + FTE
Rishav Raj	rishavraj4200@gmail.com	Male	8804012421	Internship + FTE
Rohit Jadhav	rrjadhav66@gmail.com	Male	9146603138	Internship + FTE
Simran Koul	skoul@mitaoe.ac.in	Female	7889947552	Internship + FTE
Udhanshu Shekhar	ssshekhar@mitaoe.ac.in	Male	8709616379	Internship + FTE
Umesh Patil	ucpatil@mitaoe.ac.in	Male	7517628580	Internship + FTE

Below is the link to a Google form for the select to fill. We request you to share it with hire to capture details for further proceedings.

Campus Joiners 2022 - Details

Highlighting the Job & Compensation details -

Job Position	Software Engineer
Eligibility Criteria	60% or 6 CGPA above (throughout)
Backlogs	No Active Backlogs
Eligible Courses	B.E/B.Tech ; MCA ; MTech ; Integrated Course
Eligible Streams	CS/IT & Circuit Branches
CTC Offered (Fixed + Variable Component)	INR 8 lakhs per annum
Tenure Bonus	Up to INR 3 lakhs, based on company guidelines and policies
Work Location (Currently Work From Home) Post Covid	Bangalore, Mumbai, Hyderabad, Chennai & Gurgaon
Service Agreement (FTE Offer) - In case of separation	1 calendar year of DOJ, capped INR 1,50,000/-

Fwd: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:58 PM
Subject: Fwd: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:42 PM
Subject: Accolite Digital: Campus Hires | 2022 Batch | MIT World Peace University
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: Vinay Ramesh <vinay.ramesh@accolitedigital.com>
Date: Thu, Aug 5, 2021 at 11:16 PM
Subject: Campus Hires | 2022 Batch | MIT World Peace University
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Dr Hemant,

Greetings from Accolite!

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Details of the confirmed hire are as below. Request you to block him from attending another placement process.

Candidate Name	Email	Gender	Mobile	Offer Type
Aayush Gupta	aayush.gupta3009@gmail.com	Male	9113341820	Internship + FTE
Abhiraj Mhetre	abhirajmhetre@gmail.com	Male	8888083701	Internship + FTE
Adarsh Malviya	adarsh06malviya@gmail.com	Male	7559406898	Internship + FTE
Aditya Dhenge	adityadhenge2000@gmail.com	Male	9423404036	Internship + FTE
Akshat Baranwal	whyakshat@gmail.com	Male	9140614945	Internship + FTE
Anit Agrawal	anitagrawal295@gmail.com	Male	9511283295	Internship + FTE
Archit Jain	architjkj5@gmail.com	Male	8871834536	Internship + FTE
Lakshita Agarwal	lakshitaagarwal23@gmail.com	Female	9460692792	Internship + FTE
Raj Awate	rpawate@mitaoe.ac.in	Male	9850066089	Internship + FTE
Rishav Raj	rishavraj4200@gmail.com	Male	8804012421	Internship + FTE
Rohit Jadhav	rjadhav66@gmail.com	Male	9146603138	Internship + FTE
Simran Koul	skoul@mitaoe.ac.in	Female	7889947552	Internship + FTE
Sudhanshu Shokhar	ssshokhar@mitaoe.ac.in	Male	8709616379	Internship + FTE
Umesh Patil	ucpatil@mitaoe.ac.in	Male	7517628580	Internship + FTE

Below is the link to a Google form for the select to fill. We request you to share it with hire to capture details for further proceedings.

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Highlighting the Job & Compensation details -

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Eligibility Criteria	60% or 6 CGPA above (throughout)
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Eligible Streams	CS/IT & Circuit Branches
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Tenure Bonus	Up to INR 3 lakhs, based on company guidelines and policies
Work Location (Currently Work From Home) Post Covid	Bangalore, Mumbai, Hyderabad, Chennai & Gurgaon
Service Agreement (FTE Offer) - In case of separation	1 calendar year of DOJ, capped INR 1,50,000/-

123

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



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With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049



Confirmation

Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 13-Aug-2021

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team

	S.No	Title/Designation	Primary Email ID
Shobhit Roshan	1	Analyst	shobhit.roshan@gmail.com
Kushika Bahuguna	2	Analyst	kushika.bahuguna@gmail.com
Devagya Sharma	3	Analyst	devagyas900@gmail.com
Kavisha Kamlesh Tayal	4	Analyst	kavishatayal1425@gmail.com
Nandini Dubey	5	Analyst	dubeynandini73@gmail.com
Pallavi Ramesh Udatewar	6	Analyst	pallavi.udatewar@gmail.com
Kunal Rahul Raje	7	Analyst	rajekunal4@gmail.com
Janhavi Anand Chavan	8	Analyst	janhavi.a.chavan@gmail.com
Abhishek Kuber	9	Analyst	abhi.kuber@gmail.com
Swetha Jagannadhras Annasamudram	10	Analyst	swetharao1806@gmail.com
Dhanashree Shivaji Lodhe	11	Analyst	dhanashree254@gmail.com
Rahul Bajaj	12	Analyst	rahulgbajaj48@gmail.com
Atharva Mahesh Joshi	13	Analyst	mjdjatharva@gmail.com
Ranadeep Sajal Dey	14	Analyst	rsdey@mitaoe.ac.in
Suyog Janardan Patil	15	Analyst	sjpatil@mitaoe.ac.in
Harshal Bhagwan Bari	16	Analyst	bariharshal7@gmail.com
Siddhi Sachin Kapadnis	17	Analyst	1032191640@mitwpu.edu.in
Jay Naresh Rawlani	18	Analyst	jnrawlani@mitaoe.ac.in
Rudraksh Lohiya	19	Analyst	rudraksh.lohiya20@gmail.com
Hitesh Ghanshyam Bulani	20	Analyst	hgbulani@mitaoe.ac.in
Pranali Rajesh Patil	21	Analyst	pranalipatil2203@gmail.com
Shruti Kiran Hanchate	22	Analyst	shru2602@gmail.com
Abhishek Raj	23	Analyst	abhishekrj1729@gmail.com
Shubham Satish Chopade	24	Analyst	chopade12shubham@gmail.com
Shweta Manohar Gund	25	Analyst	smgund@mitaoe.ac.in
Omkar Raosaheb Najan	26	Analyst	omkarnajan@gmail.com
Rushikesh Bharat Sonar	27	Analyst	rbsonar@mitaoe.ac.in
Yashraj Govind Rathi	28	Analyst	yashraj.rathi.yr@gmail.com
Pihoo Bhargava	29	Analyst	pihoobhargava@gmail.com
Adya Jitendra Gupta	30	Analyst	guptaadya123@gmail.com
Swarrangi Sanjay Patil	31	Analyst	swarrangi01@gmail.com
Sanket Sudhakar Barkul	32	Analyst	sanketbarkul07@gmail.com
Srushti Dineshkumar Padval	33	Analyst	srushtipadval@gmail.com
Irwin Kaur	34	Analyst	irwinkaur2000@gmail.com
Aman Sinha	35	Analyst	arsinha@mitaoe.ac.in
Aarya Brijeshkumar Dwivedi	36	Analyst	abdwivedi@mitaoe.ac.in
Jahnvi Chandrashekhar Dandgawhane	37	Analyst	jahnavidandgawhane@gmail.com
Shashwat Morgaonkar	38	Analyst	shashwat14m@outlook.com
Ajay Sunil Bhilare	39	Analyst	asbhilare@mitaoe.ac.in
Sameer Vijay Nagrare	40	Analyst	svnagrare@mitaoe.ac.in
Piyush Ramrao Patil	41	Analyst	patilpiyush5120@gmail.com
Rahul Ajay Tah	42	Analyst	ratah@mitaoe.ac.in
Jayesh Sanjay Ghatate	43	Analyst	ghatatejayesh@gmail.com
Sachin Dwarkadas More	44	Analyst	sachindpmor1999@gmail.com
Shreyas Ashwin Deo	45	Analyst	sadeo@mitaoe.ac.in
Riya Abhay Deshpande	46	Analyst	riyadeshpande6720@gmail.com
Omkar Vinod Manapure	47	Analyst	ovmanapure@mitaoe.ac.in
Aditya Meshram	48	Analyst	adityameshram04@gmail.com
Trupti Manohar Bisen	49	Analyst	tmbisen@mitaoe.ac.in
Ayushman Agrawal	50	Analyst	ayushmanagrawal43@gmail.com
Nikhil Anantrao Joshi	51	Analyst	inboxofjoshinikhil@gmail.com
Rishab Saxena	52	Analyst	rishab20.saxenars@gmail.com
Mrunal Dinesh Taiwade Patil	53	Analyst	mtaiwadepatil@gmail.com
Joshua Linhares	54	Analyst	joshualinhares20@gmail.com
Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>



Deloitte India (Offices of the US) | August 10, 2021



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With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

	S.No	Title/Designation	Primary Email ID
Shobhit Roshan	1	Analyst	shobhit.roshan@gmail.com
Kushika Bahuguna	2	Analyst	kushika.bahuguna@gmail.com
Devagya Sharma	3	Analyst	devagyas900@gmail.com
Kavisha Kamlesh Tayal	4	Analyst	kavishatayal1425@gmail.com
Nandini Dubey	5	Analyst	dubeynandini73@gmail.com
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MIT | Academy of
Engineering

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Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>

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Deloitte India (Offices of the US) | August 10, 2021



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14-03-2022, 16:3

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Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Mon, Jan 17, 2022 at 3:14 PM

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

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14-03-2022, 16:3



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Shweta Manohar Gund	25	Analyst	smgund@mitaoe.ac.in
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Sanket Sudhakar Barkul	32	Analyst	sanketbarkul07@gmail.com
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Aarya Brijeshkumar Dwivedi	36	Analyst	abdwivedi@mitaoe.ac.in
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Shashwat Morgaonkar	38	Analyst	shashwat14m@outlook.com
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Sameer Vijay Nagrare	40	Analyst	svnagrare@mitaoe.ac.in
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Riya Abhay Deshpande	46	Analyst	riyadeshpande6720@gmail.com
Omkar Vinod Manapure	47	Analyst	ovmanapure@mitaoe.ac.in
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Mrunal Dinesh Taiwade Patil	53	Analyst	mtaiwadepatil@gmail.com
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Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: ., **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>



Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 13-Aug-2021

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team



Get in touch

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--
With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

14-03-2022, 16:37

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Ajay Sunil Bhilare	39	Analyst	asbhilare@mitaoe.ac.in
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Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in

129

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>



Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



Dear Team,

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Best regards,

Campus Team



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With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049

14-03-2022, 16:3

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Someshwar Sharma	67	Analyst	sharmasomeshwar3@gmail.com



Fwd: Selected Candidates | Veritas Campus Hiring: MIT | 2021

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:55 PM
Subject: Fwd: Selected Candidates | Veritas Campus Hiring: MIT | 2021
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:47 PM
Subject: Fwd: Selected Candidates | Veritas Campus Hiring: MIT | 2021
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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From: **Huzefa Vapra** <Huzefa.Vapra@veritas.com>
Date: Wed, Aug 11, 2021 at 8:24 PM
Subject: Selected Candidates | Veritas Campus Hiring: MIT | 2021
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements
<engg.placements@mitwpu.edu.in>
Cc: Kamlesh Jagdale <Kamlesh.Jagdale@veritas.com>

Hello Hemant Sir, and team MIT,

Thank you so much for your positive support throughout the virtual hiring drive and making it a successful event.

Below is the list of students which are selected with us as Associate Software Engineer role. Would seek your positive support have all of them joining to Veritas.

Sr. No.	Full Name
1	Aashi tapadia
2	Yogesh Gaikwad
3	Mrunmai Bhole

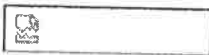
Importantly, we would request you to please get the attached form filled from all the selected candidates along with their scanned copies of Aadhar Cards and PAN cards + entire data of all selected students in attached format.

Huzefa Vapra

Senior Talent Acquisition Specialist (India)

Desk: +91 020 6615 7036

Veritas Technologies LLC



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Linked .

URL: <https://www.veritas.com>

Career@Veritas: <https://www.veritas.com/about/careers/current-opportunities>

With best wishes,
Dr. Shitalkumar A Jain
Dean - Corporate Relations
MIT Academy of Engineering, Alandi(D)

Cell: 09226196885
Phone: 020-30253500 Ext: 1049
Email: dean.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in

2 attachments

 **Candidate Application Form.docx**
103K

 **Selected Candidates- Data Format.xlsx**
10K



Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
1 messageDr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ban, Pragya <pban3@dxo.com>
Date: Wed, Aug 18, 2021 at 12:28 PM
Subject: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engp.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Dear Dr. Mali,

Thank you very much for helping us conduct our Campus FY'22 Hiring smoothly. We have 58 final selects from your college. Please find below the details.

Please find below the summary:

Total candidates who participated for the event : 315

Total candidates who cleared online test : 117

Final Select: 58

Test Conversion : 37%

Technical Conversion:50%

Overall Conversion: 18%

Please Find Below the names of the final selects:

S.No.	Candidate Name	Candidate Email	Candidate Mobile number	Gender	Subject / Branch	Configuration	Final Status
1	Aabha Sanjay Tamhankar	laabhas00@gmail.com	8975154011	Female	Mechanical and Automation	MIT_9th August 2021	Strong Consider
2	Esha Pravin Sul	epsul@mitaoe.ac.in	9284421474	Female	Information Technology	MIT_9th August 2021	Strong Consider
3	Aishwarya Ajay Shete	aishwarya.shete05@gmail.com	7517376460	Female	Electrical Engineering	MIT_9th August 2021	Strong Consider
4	Radha Shyamrao Hangarge	rshangarge@mitaoe.ac.in	7219720348	Female	Electronics Engineering	MIT_9th August 2021	Strong Consider
5	Rutuja Nanabhai Doore	mdeore@mitaoe.ac.in	8698663220	Female	Mechanical Engineering	MIT_9th August 2021	Strong Consider
6	Abhisha kishorchand Jain	abishajain2000@gmail.com	8668967209	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
7	Shradha Deepak Narwadkar	shradhanarwadkar1302@gmail.com	7083093755	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
8	Divya Prabhu Kadole	divya.kadole@gmail.com	9420043857	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
9	DIPTI HEMANT DARADE	dhdarade@mitaoe.ac.in	7888277580	Female		MIT_9th August 2021	Strong Consider
10	Namrata Mohakud	namratamohakud@gmail.com	8092324994	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
11	Shruti Singh	singhshruti1945@gmail.com	9718686024	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
12	Shweta Sandeep Pardeshi	shweta.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
13	Akshata Dattatray Mamde	admamde@mitaoe.ac.in	8888980749	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
14	Samruddhi Sunil Sankpal	sssankpal@mitaoe.ac.in	7447361544	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
15	shruti lahu lanke	sllanke@mitaoe.ac.in	9145272139	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
16	Manali Mahaveer Gadiya	manali.gadiya11@gmail.com	9673791837	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
17	divya singh	divyathakur2810@gmail.com	7275524294	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
18	Siddhesh Gulabrao Badgujar	siddheshbadgujar2050@gmail.com	7058988516	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
19	Aniket Vasanti Bandgar	aniketv70dx@gmail.com	9423789369	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
20	Anurag Pradeep Nair	nairanurag2000@gmail.com	9359169172	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
21	Aniket Namdeo Kandalkar	ankandalkar@mitaoe.ac.in	7038553316	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
22	Mohit Dadaji Musale	mdmusale@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

23	Saurabh Sunil Barve	seurabhbarve007@gmail.com	7758972468	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
24	Siddharth Devendra Yadav	siddharth.yadav1000@gmail.com	8983758714	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
25	Ashwin Mahavir Durugkar	ashwin.durugkar123@gmail.com	9518526538	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
26	Devesh Vishnu Das Barbind	dvbarbind@mitaoe.ac.in	9370146492	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
27	Abhay Tripathi	ebhaytripathi51966@gmail.com	6386872205	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
28	Nishant Singh Jadaun	nishujadu7@gmail.com	8668516068	Male	Petroleum Engineering	MIT_9th August 2021	Strong Consider
29	Onkar Kalidasrao Salegaonkar	mailtosomkar@gmail.com	9370932480	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
30	Chirag Ashwinkumar Sahuji	chiragsahuj1602@gmail.com	8999041407	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
31	Pulkit Dubey	pulkidubey04@gmail.com	9340483903	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
32	SIDDHESHWAR REVANAPPA VAIDYA	srvaldia@mitaoe.ac.in	8605973297	Male		MIT_9th August 2021	Strong Consider
33	Yahya Ahmad	yahya23193@gmail.com	7006765540	Male	Electrical Engineering	MIT_9th August 2021	Strong Consider
34	Akash Anshu	aachaudhary@mitaoe.ac.in	8983304860	Male	Information Technology	MIT_9th August 2021	Strong Consider
35	Taha Mustafa Bohra	lahambohra@gmail.com	9823196905	Male	Information Technology	MIT_9th August 2021	Strong Consider
36	Ashish Anil Kale	aakale@mitaoe.ac.in	7057720215	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
37	Jayesh Arun Kasar	kasarjayesh2411@gmail.com	8856978124	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
38	Aditya Bulbule	adityab270900@gmail.com	8767467296	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
39	Harshal Moreswar Gharat	hmgharat@mitaoe.ac.in	8329546973	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
40	Nikhil Subhash Girme	nsgrime@mitaoe.ac.in	8308453848	Male	Chemical Engineering	MIT_9th August 2021	Strong Consider
41	Yash Mahesh Gaikwad	gyash083@gmail.com	7058970304	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
42	Pranav Dhuleji Shinde	pranavshinde311@gmail.com	9702239873	Male		MIT_9th August 2021	Strong Consider
43	Shivam Sanjay Kamble	sskamble@mitaoe.ac.in	7387726109	Male	Information Technology	MIT_9th August 2021	Strong Consider
44	Subham Kumar Panda	subhampanda606@gmail.com	9337664046	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
45	Mahesh Shankar Ganganmale	ganganmale.mahesh@gmail.com	7261905513	Male		MIT_9th August 2021	Strong Consider
46	Hrishikesh Narayan Sonawane	hnsonawane@mitaoe.ac.in	7620225693	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
47	Rutvik Santaji Jadhav	rutvikjadhav444@gmail.com	9922653553	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
48	Prathamesh Nagesh Varshetti	prvarshetti@mitaoe.ac.in	8668562427	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
49	Atharva Suhas Amrapurkar	heyatharva9@gmail.com	9804037171	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
50	Anshish Vijay Mali	aashishm588@gmail.com	9764892548	Male		MIT_9th August 2021	Strong Consider
51	Gulshan Kumar	gulshanchaudhary36@gmail.com	6201915924	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
52	Akshay Balu Tarate	abtarate@mitaoe.ac.in	9890405406	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
53	CHANDRABABU BRAHMAIAH GODASU	godasudad@gmail.com	9607342561	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
54	Hitesh Ajinath Vidhate	havidhate@mitaoe.ac.in	8805720731	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
55	alfred johnson	alfredjohnson03042000@gmail.com	7410185542	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
56	Lokesh Nathu Patil	iamlokeshtpatil456@gmail.com	8085130183	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
57	Aniket Babarao Sonare	absonare@mitaoe.ac.in	8856970375	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
58	Abhishek ashok jagtap	abhishekjagtap063@gmail.com	7498097258	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider

Kindly do not allow the candidates to appear for other company drive as they are booked for DXC Technology.

*Offer will be based on audit clearance.

Thanks and Regards

Pragya Ban

University Hiring Lead: Talent Acquisition-India

DXC Technology

pban3@dx.com

DXC.com | [Twitter](#) / [Facebook](#) / [LinkedIn](#)



Fwd: DXC Technology || Campus Hiring FY'22 || Final Result

1 message

Dr. Shilalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Shilalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ban, Pragya <pban3@dxs.com>
Date: Wed, Aug 18, 2021 at 12:28 PM
Subject: DXC Technology || Campus Hiring FY'22 || Final Result
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 Dr. Mali,

Thank you very much for helping us conduct our Campus FY'22 Hiring smoothly. We have 58 final selects from your college. Please find below the details.

Please find below the summary:

Total candidates who participated for the event : 315

Total candidates who cleared online test : 117

Final Select: 58

Test Conversion : 37%

Technical Conversion: 50%

Overall Conversion: 18%

Please Find Below the names of the final selects:

S.No.	Candidate Name	Candidate Email	Candidate Mobile number	Gender	Subject / Branch	Configuration	Final Status
1	Aabha Sanjay Tamhankar	taabhas00@gmail.com	8975154011	Female	Mechanical and Automation	MIT_9th August 2021	Strong Consider
2	Esha Pravin Sul	epsul@mitaoe.ac.in	9284421474	Female	Information Technology	MIT_9th August 2021	Strong Consider
3	Aishwarya Ajay Shete	aishwarya.shete05@gmail.com	7517376460	Female	Electrical Engineering	MIT_9th August 2021	Strong Consider
4	Radha Shyamrao Hangarge	rshangarge@mitaoe.ac.in	7219720348	Female	Electronics Engineering	MIT_9th August 2021	Strong Consider
5	Rutuja Nanabhai Deore	mdore@mitaoe.ac.in	8698663220	Female	Mechanical Engineering	MIT_9th August 2021	Strong Consider
6	Abhisha kishorchand Jain	abishajain2000@gmail.com	8668967209	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
7	Shradha Deepak Narwadkar	shradhanarwadkar1302@gmail.com	7083093755	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
8	Divya Prabhu Kadole	divya.kadole@gmail.com	9420043857	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
9	DIPTI HEMANT DARADE	dhdarade@mitaoe.ac.in	788827580	Female		MIT_9th August 2021	Strong Consider
10	Namrata Mohakud	namratamohakud@gmail.com	8092324994	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
11	Shruti Singh	singhshruti1945@gmail.com	9718686024	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
12	Shweta Sandeep Pardeshi	shweta.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
13	Akshata Dittaraj Mamde	admamde@mitaoe.ac.in	8888980749	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
14	Samruddhi Sunil Sankpal	sssankpal@mitaoe.ac.in	7447361544	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
15	shruti lahu lanke	slanke@mitaoe.ac.in	9145272139	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
16	Manali Mahaveer Gadiya	manali.gadiya11@gmail.com	9673791837	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
17	divya singh	divyathakur2810@gmail.com	7275524294	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
18	Siddhesh Culabao Badgujar	siddheshbadgujar2050@gmail.com	705898516	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
19	Aniket Vasant Bandgar	aniketvb70dx@gmail.com	9423789369	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
20	Anurag Pradeep Nair	nalranurag2000@gmail.com	9359169172	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
21	Aniket Namdeo Kandalkar	ankandalkar@mitaoe.ac.in	7038553316	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
22	Mohit Dadaji Musale	mdmusale@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

Fwd: DXC Technology || Campus Hiring FY'22 || Final Result

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
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Subject: Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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From: Ban, Pragya <pban3@dxs.com>
Date: Wed, Aug 18, 2021 at 12:28 PM
Subject: DXC Technology || Campus Hiring FY'22 || Final Result
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 Dr. Mali,

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8	Divya Prabhu Kadole	divya.kadole@gmail.com	9420043857	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
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11	Shruti Singh	singhshruti1945@gmail.com	9718686024	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
12	Shweta Sandeep Pardeshi	shwetia.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
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15	shruu lahu lank	silanke@mitaoe.ac.in	9145272139	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
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22	Mohit Dadaji Musale	mdmusale@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

23	Saurabh Sunil Barve	saurabhbarve007@gmail.com	7758972468	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
24	Siddharth Devendra Yadav	siddharth.yadav1000@gmail.com	8983758714	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
25	Ashwin Mahavir Durugkar	ashwin.durugkar123@gmail.com	9518526538	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
26	Devsh Vishnudas Barbind	dvbarbind@mitaoe.ac.in	9370146492	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
27	Abhay Tripathi	abhaytripathi51966@gmail.com	6386872205	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
28	Nishant Singh Jadaun	nishujadu7@gmail.com	8668516068	Male	Petroleum Engineering	MIT_9th August 2021	Strong Consider
29	Onkar Kalidasrao Salegaonkar	mailtosomkar@gmail.com	9370932480	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
30	Chirag Ashwinkumar Sahuji	chiragsahuji1602@gmail.com	8999041407	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
31	Pulkit Dubey	pulkitdubey04@gmail.com	9340483903	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
32	SIDDHESHWAR REVANAPPA VAIDYA	srvidya@mitaoe.ac.in	8605973297	Male		MIT_9th August 2021	Strong Consider
33	Yahya Ahmad	yahya23183@gmail.com	7006765540	Male	Electrical Engineering	MIT_9th August 2021	Strong Consider
34	Aakash Anshu	aachaudhary@mitaoe.ac.in	8983304860	Male	Information Technology	MIT_9th August 2021	Strong Consider
35	Taha Mustafa Bohra	tahambohra@gmail.com	9823196905	Male	Information Technology	MIT_9th August 2021	Strong Consider
36	Ashish Anil Kale	aakale@mitaoe.ac.in	7057720215	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
37	Jayesh Arun Kasar	kasarjayesh2411@gmail.com	8856978124	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
38	Aditya Bulbule	adityab270900@gmail.com	8767467296	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
39	Harshal Moreshwar Gharat	hmgharat@mitaoe.ac.in	8329546973	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
40	Nikhil Subhash Girme	nsgirme@mitaoe.ac.in	8308453848	Male	Chemical Engineering	MIT_9th August 2021	Strong Consider
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*Offer will be based on audit clearance.

Thanks and Regards

Pragya Ban

University Hiring Lead: Talent Acquisition-India

DXC Technology

pban3@dxccom

DXC.com | [Twitter](#) / [Facebook](#) / [LinkedIn](#)



MIT | Academy of Engineering

(134)
Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Campus Placement- Paytm (Selected)
1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:08 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:01 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: Shikhar Mishra <shikhar.mishra@paytmoney.com>
Date: Thu, Aug 19, 2021 at 6:31 PM
Subject: RE: Campus Placement- Paytm (Selected)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards,

Shikhar Mishra

Human Resources

8800377313

▲ paytm Money

2.0

Name	Email ID	College	Batch	Branch, Degree	Selection Status
Aditya Mehta	adityamehta2108@gmail.com	MITWPU	2022	Computer Science And Engineering, B.Tech	Yes
Amruta Nandargi	amruta39.nandargi@gmail.com	MIT-WPU	2022	Computer Science & Engineering, B.Tech	Yes
Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU, Pune	2022	Computer science, B.Tech	Yes
Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU Dr. Vishwajit Nandargi, MIT World Peace	2022	Computer Science & Engineering, B.Tech.	Yes
Prathamesh Jadhav	prathamesh510@gmail.com	MIT World Peace University, Pune	2022	Computer Science and Technology, B.Tech.	Yes
Priyanka Bagade	priyabagade21997@gmail.com	MIT World Peace University, Pune	2022	Computer Science, B.Tech	Yes
Priyanka Sunil Jawalkar	priyankajawalkar2020@gmail.com	MIT World Peace University	2022	Computer science and engineering, B.Tech	Yes
Rishab Koul	rishabkoul2001@gmail.com	MIT WPU	2022	Computer Science and Technology, B.Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	MIT World Peace University	2022	Computer Science, B.Tech	Yes
Vasu Pravinbhai Kalaria	kalaria13.kv@gmail.com	MITWPU	2022	Computer Science and Technology, B.Tech	Yes
Aniket Kumar	abgupta@mitaoe.ac.in	MIT Academy Of engineering	2022	COMPUTER ENGINEERING, B.Tech	Yes
Chetan Salmotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science, B.Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer science and technology, B.Tech	Yes
Mohit Jyotikumar Katkar	mjkatkar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Pranav Nandkishor Vikharankar	pnvikharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech.	Yes
Rutik Pradeep Poi	rppoi@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Sarfaraaj Rahimuddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Shubham Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer, B.Tech	Yes
Vishakha	vglokare@mitaoe.ac.in	MIT academy of Engineering, Alandi	2022	Computer Engineering, B.Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Information Technology, B.Tech	Yes
Mihir Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
Pradyumna Sunil Pund	ppund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes



2-Feb-2022

Mandar Shankar Desai
Noida**

Dear Mandar,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:
 - a. 1st Year – 10% of Total ESOPs
 - b. 2nd Year – 20% of Total ESOPs
 - c. 3rd Year – 20% of Total ESOPs
 - d. 4th Year – 25% of Total ESOPs
 - e. 5th Year – 25% of Total ESOPs

ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
- a. Last company appointment letter
 - b. Last company relieving letter
 - c. Second Last company relieving letter
 - d. Graduation – Degree or mark sheets
 - e. Post-Graduation – Degree or mark sheets
 - f. Certifications if any
 - g. PAN Card
 - h. DL/ Passport/ Aadhar Card
 - i. Bank Account Proof (Original Cancelled Cheque)
 - j. 5 Passport Size Photographs
13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.
We look forward to welcoming you aboard the One97 team.

**You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location

Best regards,
Nitinesh Sharma
Human Resources
One97 Communications Ltd.
B-121, Sector-5
Noida
www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Mandar Shankar Desai**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaim Insurance: All employees are covered under mediclaim insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#if applicable

\$ payable Annually

MIT Academy of Engineering

(135)
Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:08 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 4:01 PM
Subject: Fwd: Campus Placement- Paytm (Selected)
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: Shikhar Mishra <shikhar.mishra@paytmoney.com>
Date: Thu, Aug 19, 2021 at 6:31 PM
Subject: RE: Campus Placement- Paytm (Selected)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

▲ Paytm Money

2.0

Name	Email ID	College	Batch	Branch, Degree	Selection Status
Aditya Mehta	adityamehta2108@gmail.com	MITWPU	2022	Computer Science And Engineering, B. Tech	Yes
Amruta Nandargi	amruta39.nandargi@gmail.com	MIT-WPU	2022	Computer Science & Engineering, B. Tech	Yes
Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU ,pune	2022	Computer science, Btech	Yes
Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B. Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B. Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science & Engineering, B. Tech.	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU	2022	Computer Science and Technology, B. Tech.	Yes
Prathamesh Jadhav	prathameshj610@gmail.com	Dr. Vishwanath Karad, MIT World Peace	2022	Computer Science, Btech	Yes
Priyanka Bagade	priyabagade21997@gmail.com	Mit World Peace University, Pune	2022	Computer Science, Btech	Yes
Priyanka Sunil Jawalkar	priyankajawalkar2020@gmail.com	Mit World Peace University	2022	Computer science and engineering, B. Tech	Yes
Rishab Koul	rishabkoul2001@gmail.com	MIT WPU	2022	Computer Science and Technology, B. Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	Mit World Peace University	2022	Computer Science, B Tech	Yes
Vasu Pravinbhai Kalariya	kalaria13.kv@gmail.com	MITWPU	2022	Computer Science and Technology, B. Tech	Yes
Aniket Kumar	abgupta@mitaoe.ac.in	MIT Academy Of engineering	2022	COMPUTER ENGINEERING, B. Tech	Yes
Chetan Salmotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science, B. Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of engineering, Alandi	2022	Computer science and technology, B.tech	Yes
Mohit Jyotikumar Katkar	mjkatkar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B. Tech	Yes
Pranav Nandkishor Vikharankar	pnvikharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B. Tech.	Yes
Rutik Pradeep Pol	rppol@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B. Tech	Yes
Sarfaraaj Rahimoddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B. Tech	Yes
Shubham Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer, B. Tech	Yes
Vishakha	vglokare@mitaoe.ac.in	Mit academy of engineering ,Alandi	2022	Computer Engineering, B. Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Information Technology, B. Tech	Yes
Mithir Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B. Tech	Yes
Pradyumna Sunil Pund	pspund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B. Tech	Yes



2-Feb-2022

Mihir Shah
Noida**

Dear Mihir,

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining. Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:

- a. 1st Year – 10% of Total ESOPs
- b. 2nd Year – 20% of Total ESOPs
- c. 3rd Year – 20% of Total ESOPs
- d. 4th Year – 25% of Total ESOPs
- e. 5th Year – 25% of Total ESOPs

ESOP vesting is also linked with the ESOP performance rating process for every vesting period. ESOP performance rating will be based on multiple parameters like impact made on overall business, behavioral maturity, track record of displaying Paytm values etc., which are independent of the bell curve or annual appraisal normalization process

4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.

- a. Last company appointment letter
- b. Last company relieving letter
- c. Second Last company relieving letter
- d. Graduation – Degree or mark sheets
- e. Post-Graduation – Degree or mark sheets
- f. Certifications if any
- g. PAN Card
- h. DL/ Passport/ Aadhar Card
- i. Bank Account Proof (Original Cancelled Cheque)
- j. 5 Passport Size Photographs

13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.
We look forward to welcoming you aboard the One97 team.

****You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location**

Best regards,

Nitinesh Sharma

Human Resources

One97 Communications Ltd.

B-121, Sector-5

Noida

www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Mihir Shah**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure			
Salary Components		Monthly(Rs)	Yearly(Rs)
Basic		41667	500000
House Rent Allowance		20833	249996
Special Allowance/Flexi Benefits Bucket*		19033	228396
EPF Contribution Employer		1800	21600
Performance Linked Incentive (PLI)#		0	0
Total Salary (CTC)		83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaim Insurance: All employees are covered under mediclaim insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

\$ payable Annually

MIT | Academy of
Engineering

136

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Campus Placement- Paytm (Selected)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:15 PM

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

From: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

Date: Thu, Dec 23, 2021 at 4:08 PM

Subject: Fwd: Campus Placement- Paytm (Selected)

To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

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

Date: Thu, Dec 23, 2021 at 4:01 PM

Subject: Fwd: Campus Placement- Paytm (Selected)

To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: Shikhar Mishra <shikhar.mishra@paytmoney.com>

Date: Thu, Aug 19, 2021 at 6:31 PM

Subject: RE: Campus Placement- Paytm (Selected)

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, MIT-WPU Engineering Placements
<engg.placements@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Please find the selected student list for your reference, please suggest how you want us to proceed further for offer letter and other formalities.

Regards

Shikhar Mishra

Human Resources

8800377313

▲ Paytm Money

2.0

Name	Email ID	College	Batch	Branch, Degree	Selection Status
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Amruta Nandargi	amruta39.nandargi@gmail.com	MIT-WPU	2022	Computer Science & Engineering, B.Tech	Yes
Atharva Ghodmare	atharvaghodmare13@gmail.com	MIT WPU, pune	2022	Computer science, Btech	Yes
Kartik Kailash Bhutada	kartikbhutada21@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Shete	omkar.shete20@gmail.com	MIT WPU, Pune	2022	Computer Science and Engineering, B.Tech	Yes
Omkar Ramchandra Shinde	oshinde483@gmail.com	MIT World Peace University	2022	Computer Science and Engineering, B.Tech	Yes
Prajakta Chaudhari	prajakta.p.chaudhari@gmail.com	MITWPU	2022	Computer Science & Engineering, B.Tech.	Yes
Prathamesh Jadhav	prathameshj610@gmail.com	Dr. Vishwanath Karad, MIT World Peace	2022	Computer Science and Technology, B.Tech.	Yes
Priyanka Bagade	priyabagade21997@gmail.com	Mit World Peace University, Pune	2022	Computer Science, Btech	Yes
Priyanka Sunil Jawaikar	priyankajawaikar2020@gmail.com	MIT World Peace University	2022	Computer science and engineering, B.Tech	Yes
Rishab Koul	rishabkoul2001@gmail.com	MIT WPU	2022	Computer Science and Technology, B.Tech	Yes
Shivraj Ramesh Patil	shivrajrameshpatil@gmail.com	Mit World Peace University	2022	Computer Science, B.Tech	Yes
Vasu Pravinbhai Kalariya	kalaria13.kv@gmail.com	MITWPU	2022	Computer Science and Technology, B.Tech	Yes
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Chetan Salmotra	csalmotra@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science, B.Tech	Yes
Chinmay Upare	caupare@mitaoe.ac.in	MIT Academy of engineering, Alandi	2022	Computer science and technology, B.tech	Yes
Ahrit Jyotikumar Katkar	mjakatkar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Pranav Nandkishor Vikharankar	pnvikharankar@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech.	Yes
Rutik Pradeep Pol	rppol@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Engineering, B.Tech	Yes
Sarfaraj Rahimuddin Shaikh	srshaikh@mitaoe.ac.in	MIT Academy of Engineering	2022	Computer Science and Engineering, B.Tech	Yes
Shubham Suryakant Pokharkar	sspokharkar@mitaoe.ac.in	MIT Academy of Engineering, Alandi	2022	Computer, B.Tech	Yes
Vishakha	vglokare@mitaoe.ac.in	Mit academy of engineering, Alandi	2022	Computer Engineering, B.Tech	Yes
Mandar Shankar Desai	msdesai@mitaoe.ac.in	MIT Academy Of Engineering	2022	Information Technology, B.Tech	Yes
Mihir Shah	mdshah@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes
Pradyumna Sunil Pund	pspund@mitaoe.ac.in	MIT Academy of Engineering	2022	Information Technology, B.Tech	Yes



2-Feb-2022

Pradyumna Sunil Pund
Noida**

Dear **Pradyumna,**

Sub: Offer letter for the position of Software Engineer

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **Software Engineer in Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
Your total Gross CTC is **Rs. 1000000/-** per annum.
2. You will be entitled for onetime Retention Bonus of **Rs. 100000** to be paid after 1st Year. This amount will be recoverable if you leave the employment before 18 months.
3. You will also be eligible for Employee Stock Options worth **Rs. 500000** with a vesting period of 5 years. All your ESOPs will have a discounted vesting Price of **Rs. 9/-** each. ESOP vesting schedule is as follows:
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4. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
5. You will be governed by the company's Personnel Policy, Rules of Conduct, Non-Disclosure Agreement and all other company policies as applicable to you from time to time.
6. You will be expected to join duty on **6/13/2022**, the Business hours begins from 9.30 A.M. onwards.
7. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
8. You shall be on probation for a period of six (6) months.
9. A detailed appointment letter will be issued to you on your joining.
10. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
11. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.



12. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
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 - b. Last company relieving letter
 - c. Second Last company relieving letter
 - d. Graduation – Degree or mark sheets
 - e. Post-Graduation – Degree or mark sheets
 - f. Certifications if any
 - g. PAN Card
 - h. DL/ Passport/ Aadhar Card
 - i. Bank Account Proof (Original Cancelled Cheque)
 - j. 5 Passport Size Photographs
13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents, it will impact your joining clearance and further impact payroll processing.
We look forward to welcoming you aboard the One97 team.

****You are mapped to the Noida office but will be required to work from home until further notice. Once office resumes, HR will get in touch with you to confirm your Joining Location**

Best regards,
Nitinesh Sharma
Human Resources
One97 Communications Ltd.
B-121, Sector-5
Noida
www.one97.com | www.paytm.com



Annexure

2-Feb-2022

Employee Name: **Pradyumna Sunil Pund**
Designation: **Software Engineer**
Grade: **MG01 A**

CTC Structure		
Salary Components	Monthly(Rs)	Yearly(Rs)
Basic	41667	500000
House Rent Allowance	20833	249996
Special Allowance/Flexi Benefits Bucket*	19033	228396
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#	0	0
Total Salary (CTC)	83333	1000000

Others		
Gratuity	2004	24050

Note

Mediclaim Insurance: All employees are covered under mediclaim insurance as per the policy.

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself

#If applicable

\$ payable Annually

Fwd: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:12 PM

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

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

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

Date: Thu, Dec 23, 2021 at 4:23 PM

Subject: Fwd: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Sharthak Acharjee <sharthak.acharjee@celebaltech.com>

Date: Mon, Aug 23, 2021 at 10:53 AM

Subject: RE: MIT-WPU,Pune: Camus Date_Celebal Technologies (2022 batch)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>, Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>, Tejal Mangal <tejal.mangal@celebaltech.com>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Sahil Bagwan <sahil.bagwan@celebaltech.com>, Nidhi Sharma <nidhi.sharma@celebaltech.com>, Anurag Arora <anurag.arora@celebaltech.com>

Hello MIT WPU Team,

Greetings from Celebal Technologies!!

Thanks for the smooth Campus process. Following are the candidates that are being offered for 5 LPA.

First Name	Last Name	Email Address	Domain	Package
Mrudula	Gadre	mrugadre3004@gmail.com	DOT NET	5LPA
Shital	Patil	patilshital49@gmail.com	Cloud	5LPA
Disha	Bajaj	dishabajaj2000@gmail.com	DevOps	5LPA
Yash	Tiwari	tiwariyash999@gmail.com	DevOps	5LPA
Manasi	Sandbhor	sandbhormanasi@gmail.com	DevOps	5LPA
Siddhesh	Badgujar	siddheshbadgujar2050@gmail.com	Node JS	5LPA
Viral	Shastri	shastriv19@gmail.com	Node JS	5LPA

Rohit	Chaube	chauberohit83@gmail.com	Node JS	5LPA
Ayush	Choudhary	aachoudhary@mitaoe.ac.in	Python Programming	5LPA
Mehul	Sherdiwala	msherdiwala16@gmail.com	Python with Django	5LPA
Rohan Kumar	Prasad	rohankumark.latest@gmail.com	Python with Django	5LPA
Sakshi	Shejwal	sakshi.shejwal@mitaoe.ac.in	QA	5LPA
Raaziya	Sarnaik	sarnaikraaz@gmail.com	SQL	5LPA
Ritika	Bhosale	ritikabhosale.rb@gmail.com	SQL	5LPA
Aishwarya	Jagtap	aishjagtap2000@gmail.com	SQL	5LPA
Saket	Desale	saketdesale126@gmail.com	SQL	5LPA
Vidipta	Sadhwani	svidi2000@gmail.com	SQL	5LPA
Sahil	Vaidya	vsahil97@gmail.com	SQL	5LPA
Lakshit	Jain	jain.lakshity2k@gmail.com	Bigdata Analytics	5LPA
Rishab	Koul	rishabkoul2001@gmail.com	Bigdata Analytics	5LPA
Shivraj	Patil	shivrajrameshpatil@gmail.com	Bigdata Analytics	5LPA
Meet	Shah	meet.imscit17@gmail.com	Bigdata Analytics	5LPA
Anu	Keswani	anu.keswani1406@gmail.com	Bigdata Analytics	5LPA
Abhik	Swarnakar	abhikofficial98@gmail.com	Business Analyst	5LPA
Dhanashree	Rithe	dhanashririthe7@gmail.com	Business Analyst	5LPA

There will be a service agreement of 24 months starting from onboarding date as an intern. Stipend will be the same as discussed in our previous mails for 5LPA. Please confirm their Joining dates. We will be sharing the offer letters accordingly.

Kindly make sure these students do not participate in any other drives.

Also, Please take a note.

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:31 PM
Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Siddharth Pendse <siddharth_pendse@persistent.com>
Date: Mon, Sep 6, 2021 at 2:52 PM
Subject: Persistent Results as on 6 Sep >> MIT WPU
To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
Cc: Campus <campus@persistent.com>

Hello Sir,

PFB the consolidated results till 23th of Aug. HR assessment will be scheduled at earliest. We will share the results of HR pending candidates result post their HR assessments.

Sr No	Full Name	email id	mobileNumber	PSL College	Package offered
1	Vaishnavi Soundane	vaishnavisoundane@gmail.com	8329482590	MIT WPU	4.71 LPA- Pending for HR Assessment
2	Riya Goyal	riyag6578@gmail.com	6377944133	MIT	4.71 LPA- Final Select
3	Aayush Kumaria	aayush.kumaria@gmail.com	9970288222	MIT	4.71 LPA- Final Select
4	Aman Patel	amanpatel3092@gmail.com	9834258523	MIT	4.71 LPA- Final Select
5	ABHISHEK SHARMA	skbr951753@gmail.com	9325593479	MIT	4.71 LPA- Final Select
6	Armaan Khan	ak705945@gmail.com	8668294284	MIT	4.71 LPA- Final Select
7	Aditya Dhenge	adityadhenge2000@gmail.com	9423404036	MIT	4.71 LPA- Final Select
8	Naitik Shah	shahnaitik425@gmail.com	9833878611	MIT	4.71 LPA- Final Select
9	Ankit Kumar	kumarankit3789@gmail.com	8999428163	MIT	4.71 LPA- Final Select
10	Mansi Manjrekar	mansi.manjrekar190@gmail.com	9764226874	MIT	4.71 LPA- Final Select
11	aman ranjan	amahrnanjan43@gmail.com	8539835845	MIT	4.71 LPA- Final Select
12	Shweta Pardeshi	shwetta.pardeshi@gmail.com	9921132402	MIT	4.71 LPA- Final Select
13	Chirantan Joshi	jchirantan2001@gmail.com	9881515766	MIT	7.5 LPA Drona Pending
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1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:31 PM
Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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Date: Mon, Sep 6, 2021 at 2:52 PM
Subject: Persistent Results as on 6 Sep >> MIT WPU
To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
Cc: Campus <campus@persistent.com>

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1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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Subject: Persistent Results as on 6 Sep >> MIT WPU
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(140)
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Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Thu, Dec 23, 2021 at 3:31 PM
 Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
 To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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 Subject: Persistent Results as on 6 Sep >> MIT WPU
 To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
 Cc: Campus <campus@persistent.com>

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Sr No	Full Name	email id	mobileNumber	PSL College	Package offered
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MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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Fwd: APISERO_2022 passing-out batch selections

1 message

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

Sat, Mar 26, 2022 at 10:53 AM

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

From: **Tatsat Upadhyay** <tatsat.upadhyay@apisero.com>
 Date: Fri, Aug 27, 2021 at 10:10 PM
 Subject: Re: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch
 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>

Hi Dr Mali,

Please find the below final selects till now , including previous 3 , awaiting for the response from your end for their joining date .

Candidate Name	Designation	Salary	Proposed Date of Joining
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Adsul	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Kalbande	Software Engineer	5.1 LPA	17th Sept , 2021
Sushant Nikam	Software Engineer	5.1 LPA	17th Sept , 2021
Aniket Dattatraya Kulkarni	Software Engineer	5.1 LPA	17th Sept , 2021
Vijaykumar Deshmukh	Software Engineer	5.1 LPA	17th Sept , 2021

Tatsat Upadhyay

Head , Campus Recruitment / Snowflake Hiring
 Apisero

e: tatsat.upadhyay@apisero.com
 w: www.apisero.com

On Thu, Aug 26, 2021 at 3:42 PM Tatsat Upadhyay <tatsat.upadhyay@apisero.com> wrote:
 Hi Dr Mali ,

Please find the below names who are selected in the final round till now from the first phase of the final round .
 Please confirm on their availability to Join on 24th September which is our next joining date .

Candidate Name	Designation	Salary
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA

Sumit Adsul	Software Engineer	5.1 LPA
Sumit Kalbande	Software Engineer	5.1 LPA



Tatsat Upadhyay
Head , Campus Recruitment / Snowflake Hiring
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MIT Academy of Engineering

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 To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Siddharth Pendse <siddharth_pendse@persistent.com>
 Date: Mon, Sep 6, 2021 at 2:52 PM
 Subject: Persistent Results as on 6 Sep >> MIT WPU
 To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
 Cc: Campus <campus@persistent.com>

Hello Sir,

PFB the consolidated results till 23th of Aug. HR assessment will be scheduled at earliest. We will share the results of HR pending candidates result post their HR assessments.

Sr No	Full Name	email id	mobileNumber	PSL College	Package offered
1	Vaishnavi Soundane	vaishnavisoundane@gmail.com	8329482590	MIT WPU	4.71 LPA- Pending for HR Assessment
2	Riya Goyal	riyag6578@gmail.com	6377944133	MIT	4.71 LPA- Final Select
3	Aayush Kumaria	aayush.kumaria@gmail.com	9970288222	MIT	4.71 LPA- Final Select
4	Aman Patel	amanpatel3092@gmail.com	9834258523	MIT	4.71 LPA- Final Select
5	ABHISHEK SHARMA	skbr951753@gmail.com	9325593479	MIT	4.71 LPA- Final Select
6	Armaan Khan	ak705945@gmail.com	8668294284	MIT	4.71 LPA- Final Select
7	Aditya Dhenge	adityadhenge2000@gmail.com	9423404036	MIT	4.71 LPA- Final Select
8	Naitik Shah	shahnaitik425@gmail.com	9833878611	MIT	4.71 LPA- Final Select
9	Ankit Kumar	kumarankit3789@gmail.com	8999428163	MIT	4.71 LPA- Final Select
10	Mansi Manjrekar	mansi.manjrekar190@gmail.com	9764226874	MIT	4.71 LPA- Final Select
11	aman ranjan	amanranjan43@gmail.com	8539835845	MIT	4.71 LPA- Final Select
12	Shweta Pardeshi	shweta.pardeshi@gmail.com	9921132402	MIT	4.71 LPA- Final Select
13	Chirantan Joshi	jchirantan2001@gmail.com	9881515766	MIT	7.5 LPA Drona Pending
14	Prathmesh patil	patil7389797300@gmail.com	7389797300	MIT	4.71 LPA- Final Select
15	Rohit Patil	r.patil76549@gmail.com	9168349901	MIT	4.71 LPA- Final Select
16	Ritesh Rathod	mrathod16@gmail.com	7083421370	MIT WPU	4.71 LPA- Final Select
17	Aditya Mallik	adi.addy12@gmail.com	9460328648	MIT WPU	4.71 LPA- Final Select
18	Parth Yerane	parthyerane2001@gmail.com	8605426290	MIT WPU	4.71 LPA- Final Select

19	Abhilash Kumar	abhilashkumar1401@gmail.com	6205034497	MIT WPU	4.71 LPA- Final Select
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33	Harshal Bharre	harshalhero100@gmail.com	9767110117	MIT WPU	4.71 LPA- Final Select
34	Hritik Munde	hritik16munde@gmail.com	9373328285	MIT WPU	4.71 LPA- Final Select
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40	Premchand Ingale	premchandingi@gmail.com	9763450835	MIT WPU	4.71 LPA- Final Select
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49	Vedashri Debray	vedashri.debray@gmail.com	8805665026	MIT WPU	4.71 LPA- Final Select
50	ANISHA MAHADIK	animahadik03@gmail.com	9821817942	MIT WPU	4.71 LPA- Final Select

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:31 PM
Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Contact HR Team

Effective Date 09/01/2021

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 9th September, 2021**Mr. Shaurya Ranjan**

Chhapra, Bihar, India – 841301

Dear Shaurya Ranjan,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd. as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 1st August 2022; within the second week of June 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 1st August 2022.
- GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Work



Offer Letter- Fresher

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc.** (GalaxE), is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.

The objectives of this initiative are

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Unit No. A, 1st Floor, Voyager Block, International Technology Park Ltd.(ITPL) Whitefield Road, Bangalore – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Offer Letter- Fresher

Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



Offer Letter- Fresher

the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written

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Unit No. A, 1st Floor, Voyager Block, International Technology Park Ltd.(ITPL) Whitefield Road, Bangalore – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100. Fax: +91-80-4115 8509. www.galaxe.com



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: Shaurya Ranjan Designation: Associate Developer		Date of Joining: 1 st August, 2022 Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA *
Your indicative annual CTC for year 3 can be up to Rs.11 LPA *

* *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Offer Letter- Fresher

Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

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Offer Letter- Fresher

For GalaxE.Solutions India Pvt. Ltd.

Sangeeta

Sangeeta Bharat
Associate VP - Recruitment

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2022 Batch
IT-Branch

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter
 Version: 1.0
 Contact: HR Team

Effective Date: 09/01/2021
 Email: galaxcindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 9th September, 2021

Ms. Divya Satish Kundale

Pune, Maharashtra, India – 410502

Dear Divya Satish Kundale,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd. as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 1st August 2022; within the second week of June 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.,
 1st Floor, Voyager Block,
 International Tech Park Ltd.,
 Whitefield Main Road,
 Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 1st August 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Work

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Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overscas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.

The objectives of this initiative are



- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Offer Letter- Fresher

Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL, Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



Offer Letter- Fresher

the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written

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The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

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- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law,



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: Divya Satish Kundale		Date of Joining: 1st August, 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
Your indicative annual CTC for year 3 can be up to Rs.11 LPA *

** Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Offer Letter- Fresher

Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who work on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact **Mamatha Bandam** on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and **Sam Rajaiah** on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

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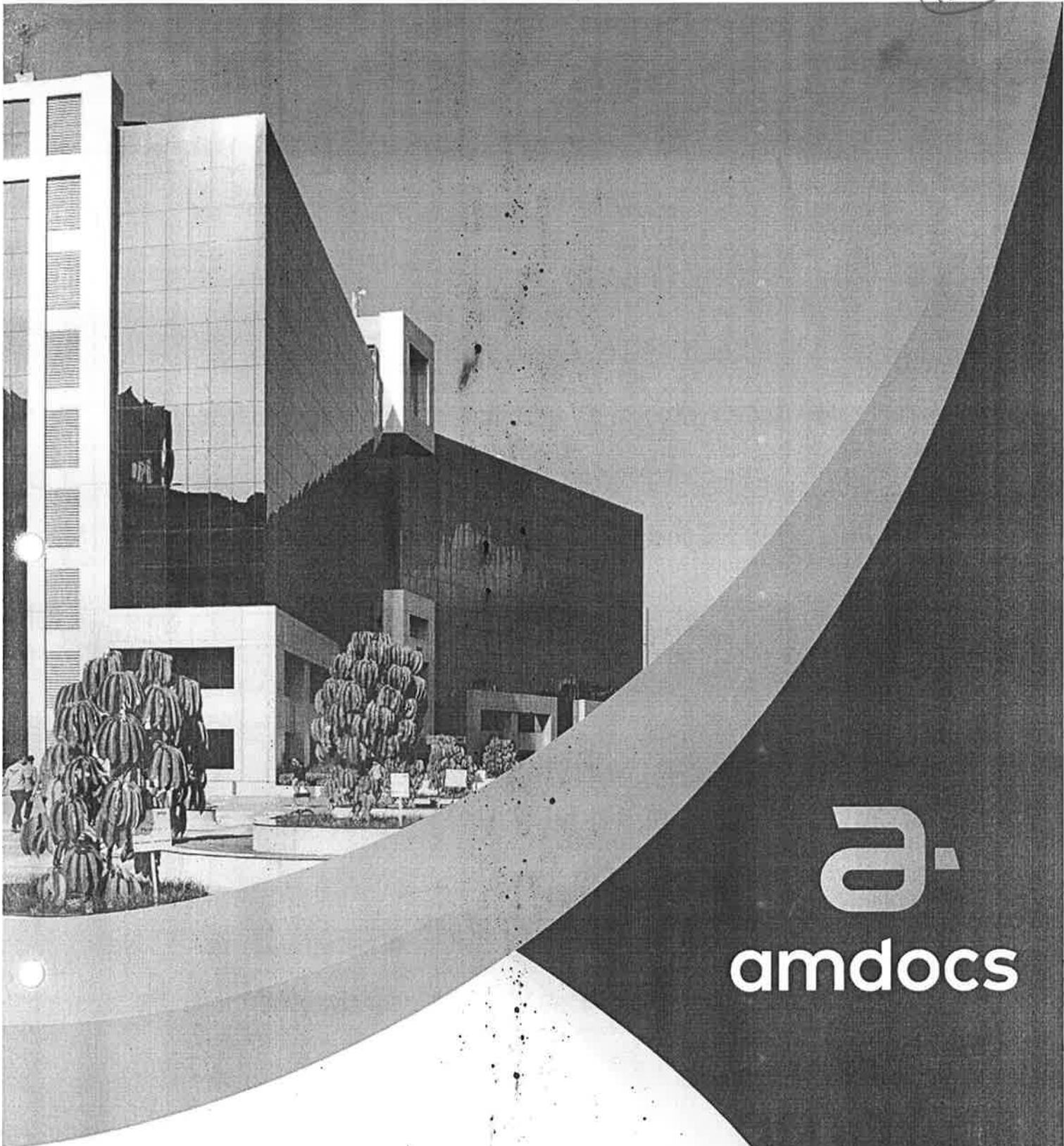
Offer Letter- Fresher

For GalaxE Solutions India Pvt. Ltd.

Sangeeta

Sangeeta Bharat
Associate VP - Recruitment

IT Branch
2022 Batch



a.
amdocs

EMPLOYMENT AGREEMENT



Dear **Aniket**,

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: December 13, 2021
Mr. Aniket Sudhakar Rao Sawant



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-2022** ("Start Date").

1. Employment Terms: Compensation: Benefits

(a)  Position	Software Engineering Associate
(b)  Location	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)  Annual Total Remuneration (on a Cost to Company basis) gross	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: <ol style="list-style-type: none"> 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)  Statutory Bonus	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)  Gratuity	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)  Annual Bonus	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)  Annual Vacation	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)  Annual Sick Leave	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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.



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Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Floria Joseph**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,
E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 11:16 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Aniket Sudhakar Rao Sawant**, 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

Mr. Aniket Sudhakar Rao Sawant

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

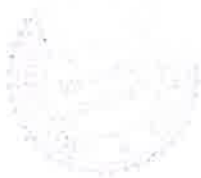
Signature

**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**

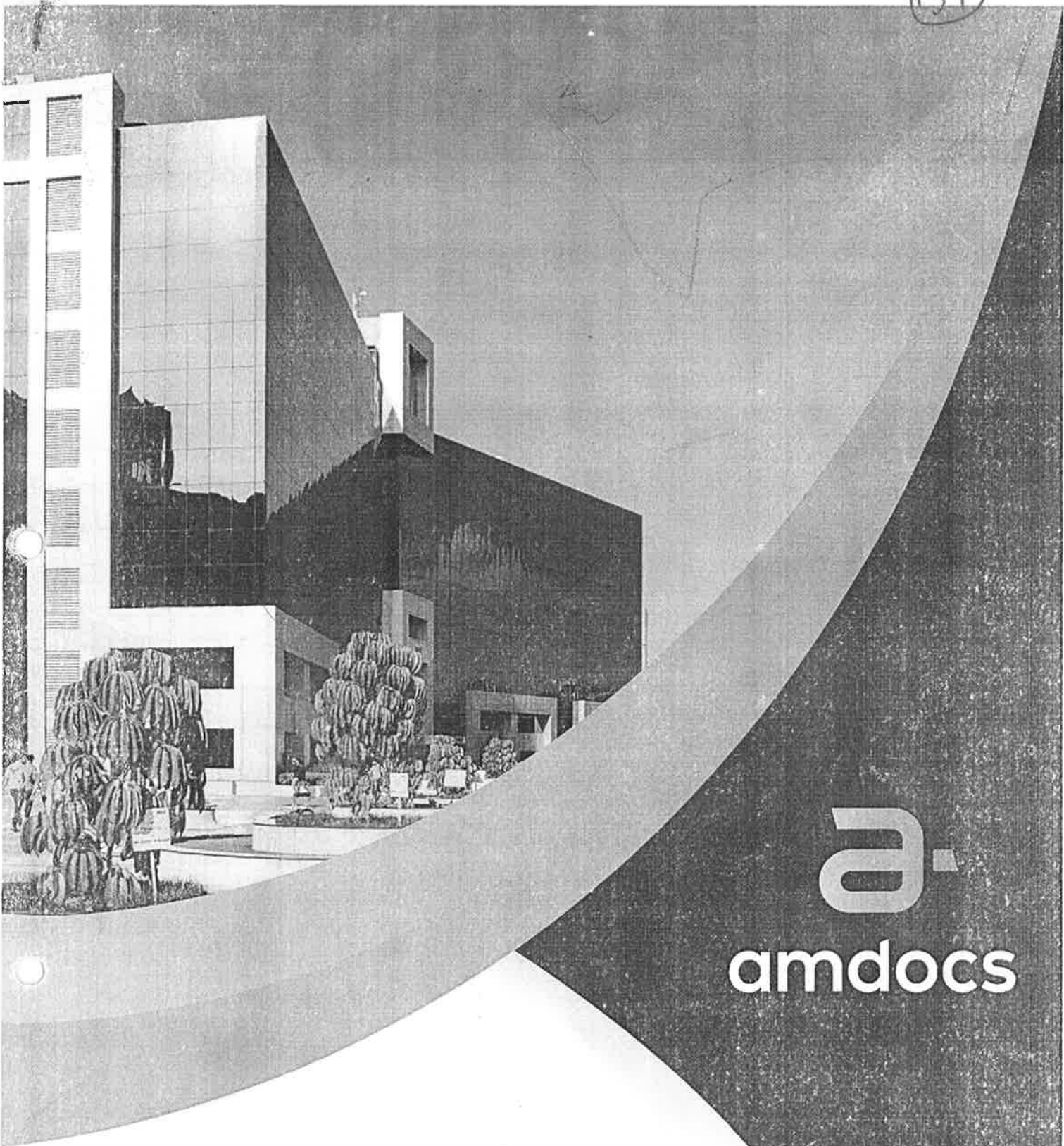


IT - Branch

2022 Batch



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EMPLOYMENT AGREEMENT



Dear **Gaurav**,

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
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- Employee Undertakings
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Date: December 13, 2021
Mr. Gaurav Onkar Rathod



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, 2022** ("Start Date").

1. Employment Terms: Compensation: Benefits

(a) Position 	Software Engineering Associate
(b) Location 	Amdocs offices in Pune, India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: <ol style="list-style-type: none"> Basic salary - INR 240000.00 House Rent Allowance - INR 240000.00 Provident Fund (employer contribution) - INR 28800.00 Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g) Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits	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.

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/or its customer relationships. If you leave early without seeking such approval, or despite the fact that an approval was not granted, you shall reimburse to Amdocs an amount equivalent to your salary for the unexpired portion of the notice period, and by signing herein you irrevocably authorize Amdocs to offset or deduct such amount against any amounts owed to you by Amdocs.
- (d) Amdocs reserves the right to (i) terminate your employment by paying you the equivalent of all or part of the prior notice period in lieu thereof; or (ii) instruct you not to attend work during the prior notice period or any part thereof.
- (e) Notwithstanding the above, Amdocs may terminate your employment with immediate effect, without notice or salary in lieu thereof, for any misconduct in your part, including but not limited to the following:
- Disloyalty, dishonesty, misrepresentation, or breach of integrity;
 - Embezzlement, misappropriation, misuse or causing damage to Amdocs property;
 - Indiscipline, disobedience, irregular attendance, absconding;
 - Negligence of duty;
 - Breach of confidentiality;
 - Conviction of criminal offence;
 - 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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Gaurav Onkar Rathod**, 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. Gaurav Onkar Rathod

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.

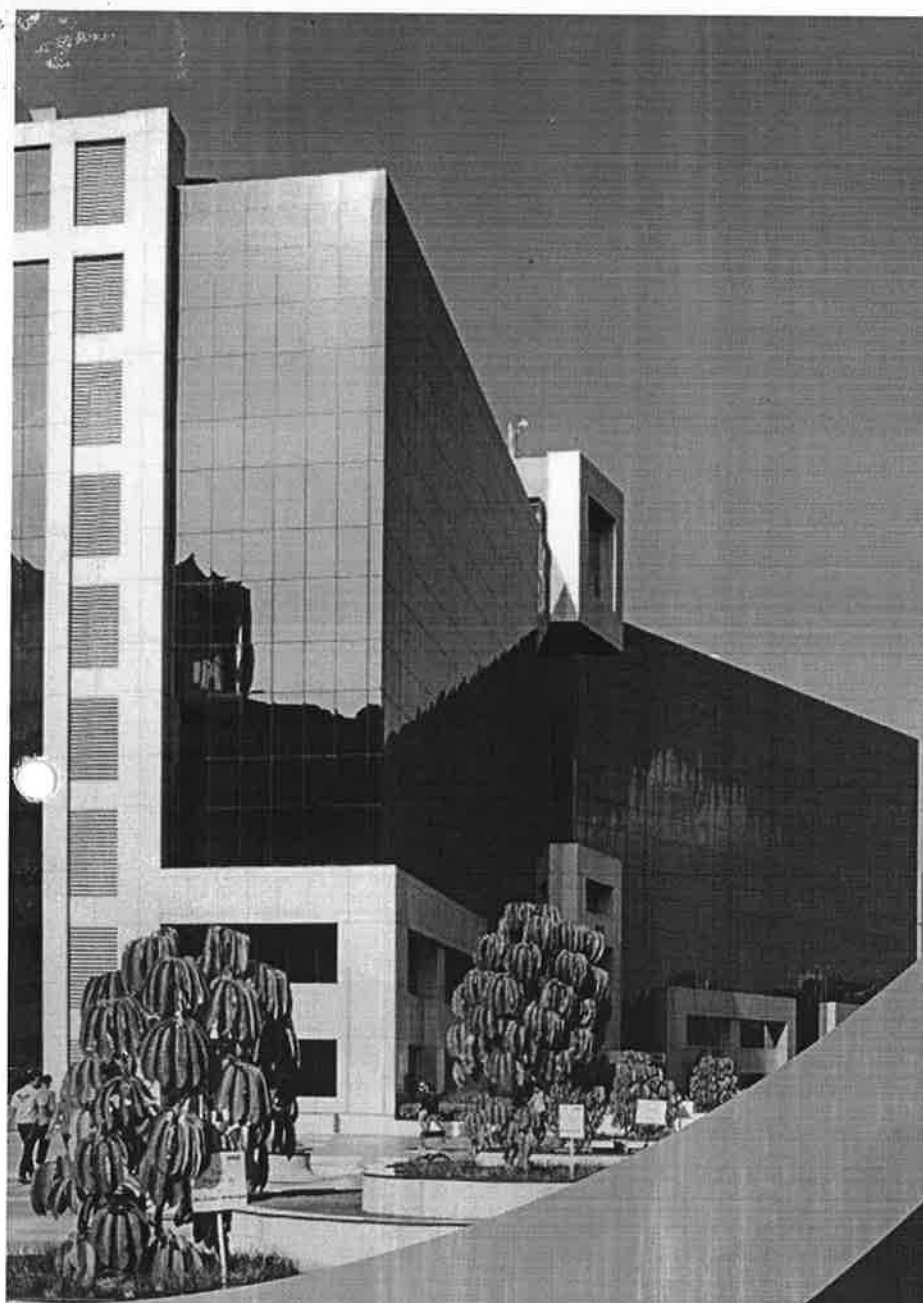


IT Branch
2022 Batch



Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 10

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amdocs

EMPLOYMENT AGREEMENT



Dear **Kalpesh**,

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: December 13, 2021
Mr. Kalpesh Nevba Raundal



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-2022** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii)	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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- (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.
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- (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.

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- (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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Kalpesh Nevba Raundal**, 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

Mr. Kalpesh Nevba Raundal

Signer: SHYAMA KANTA MISHRA

Date: Tuesday, December 28, 2021 2:00 PM

Talent Acquisition Manager

Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.

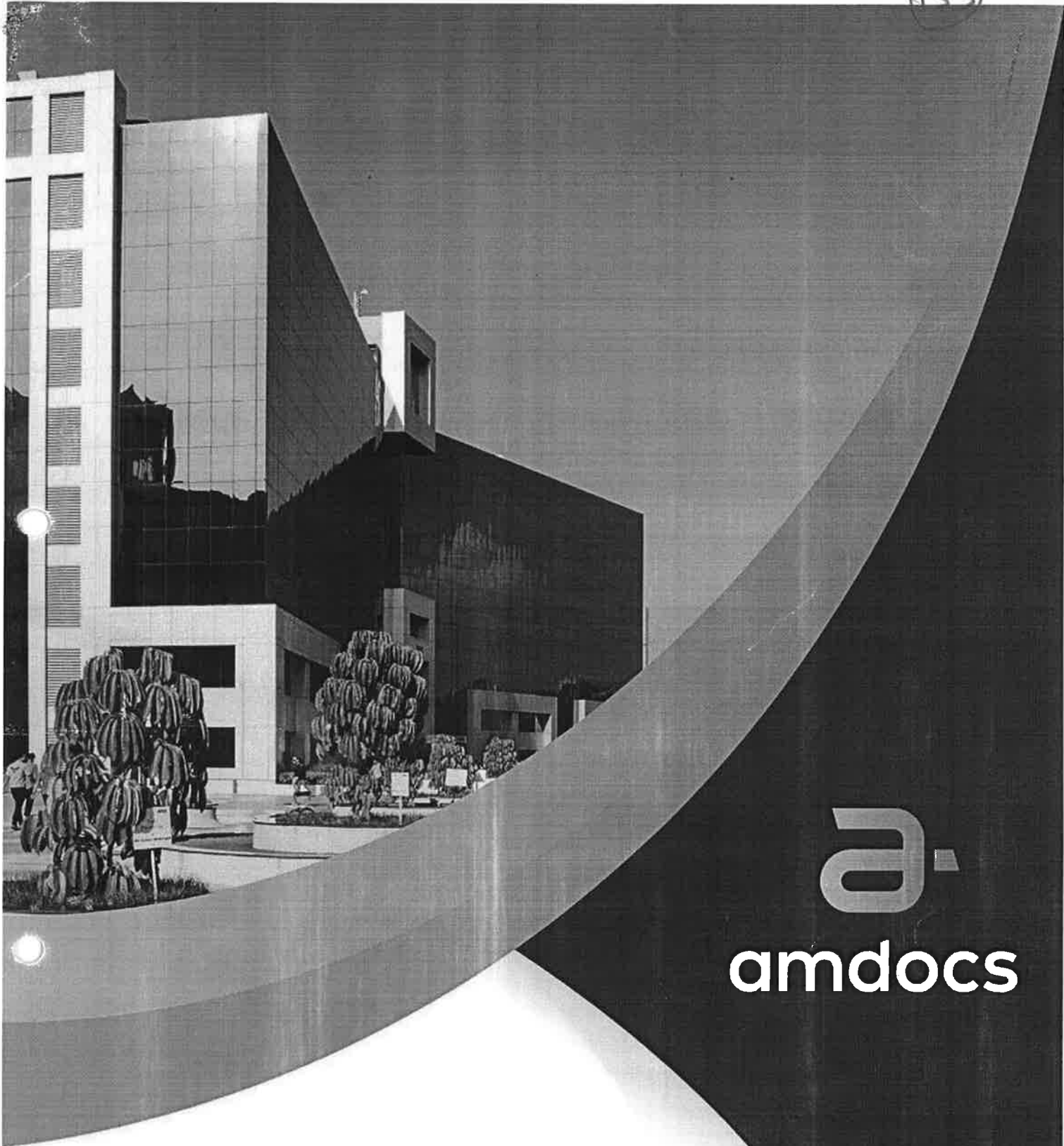


IT Branch
2022 Batch



Head Corporate Retail
and Academy of Excellence
Alumni & Parents

153



amdocs

EMPLOYMENT AGREEMENT



Dear **Mahesh**,

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: December 13, 2021
Mr. Mahesh Ashok Bhatkar



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-2022**("Start Date").

1. Employment Terms: Compensation: Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Mahesh Ashok Bhatkar**, 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

Mr. Mahesh Ashok Bhatkar

Signer: SHYAMA KANTA MISHRA
Date: Tuesday, December 28, 2021 2:00 PM

Talent Acquisition Manager

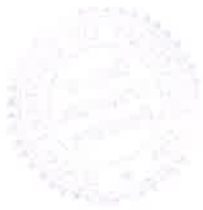
Signature

**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



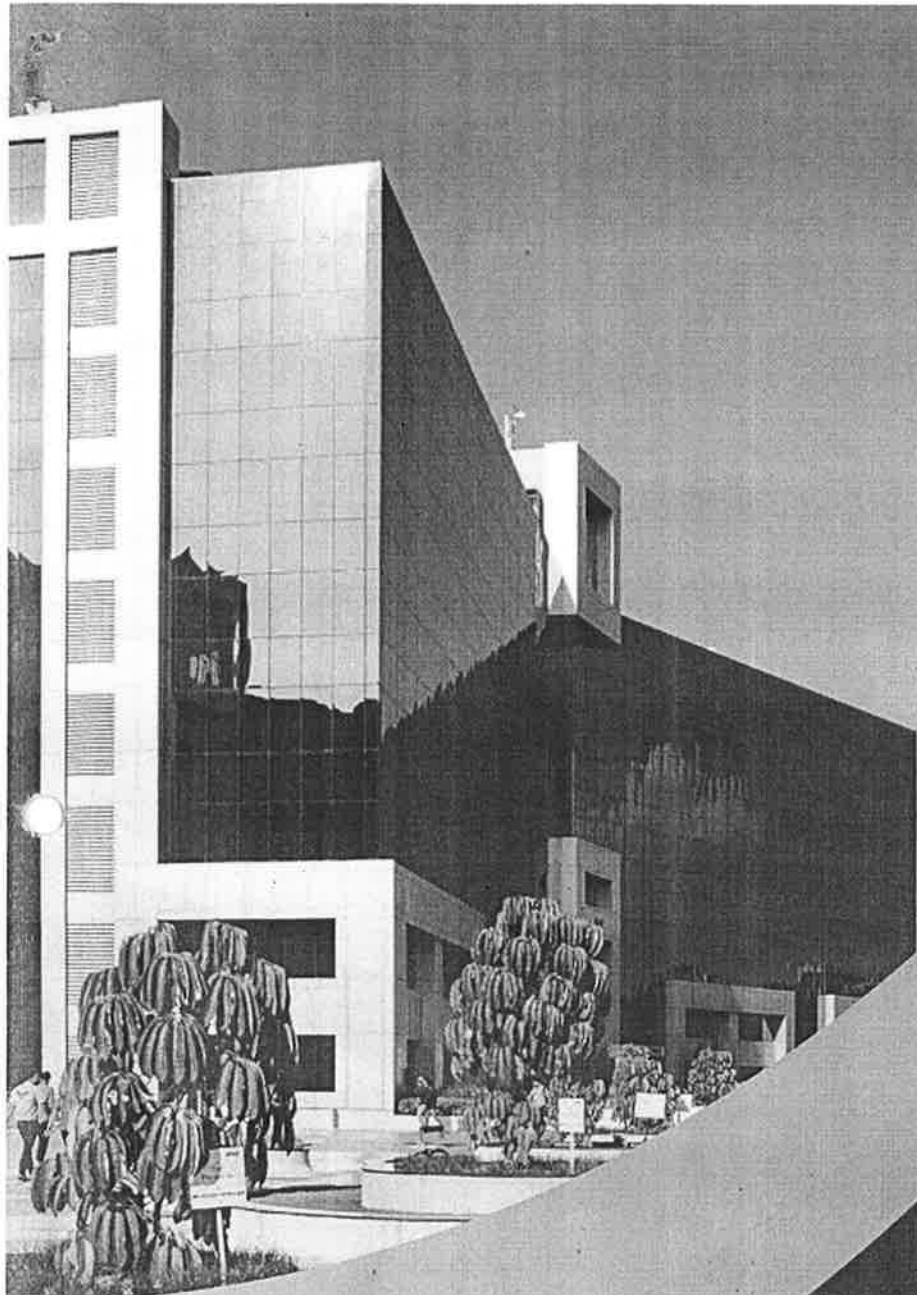
IT Branch

2022 Batch



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தமிழ்நாடு
சாஸ்திர அக்காடமி

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a.
amdocs

EMPLOYMENT AGREEMENT



Dear **Pratik**,

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: December 13, 2021
Mr. Pratik Laxman Pawar



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-2022** ("Start Date").

1. Employment Terms: Compensation, Benefits

(a) Position 	Software Engineering Associate
(b) Location 	<p>Amdocs offices in Pune, India.</p> <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	<p>INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components:</p> <ol style="list-style-type: none"> Basic salary - INR 240000.00 House Rent Allowance - INR 240000.00 Provident Fund (employer contribution) - INR 28800.00 Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g) Annual Vacation 	<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>
(h) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) Maternity Benefits 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii) 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.

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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Pratik Laxman Pawar**, 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. Pratik Laxman Pawar

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



IT Bramey

2022 Batch



Head Corporate Relations
MIT Academy of Engineering
Floor 10, Rm. 1012

Fwd: : Icertis - Campus Recruitment 2022

1 message

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

Sat, Mar 26, 2022 at 11:02 AM

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

From: **Monica Singh** <monica.singh@icertis.com>
Date: Wed, Sep 15, 2021 at 12:32 AM
Subject: RE: MIT-WPU, Pune: FW: Icertis - Campus Recruitment 2022
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>

Hello Dr. Hemant,

Here's a final list of our shortlists:

Unfortunately we have removed Isha from the list as per your mail below.

Name
Abhishek Desai
Divyang Bagla
Sejal Sawarkar
Shivansh Singh
Ganesh Prakash Jagade
Chirag Bhatta
Aashish Dilip Nagpure

Waitlisted students:

We will give you their final outcome by the mid of next month.

Name
Amey Bhide
Patil Prabodh Uttam
Palak Praneet

Regards,

Monica Singh

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Employment Letter

Date: 10th November, 2021**Name: Ajit Kumar
Pune****Dear Ajit,**

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **9Platforms Technology Private Limited**, starting **1st June, 2022** 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, at the sole discretion of the Management. 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	5,00,000 per annum (inclusive of applicable taxes, social benefit deductions, gratuity)
Variable Pay	50,000 (annual bonus/variable pay, inclusive of applicable taxes)
Total	5,50,000 (Five lakh fifty thousand only)

Important Terms and Conditions:

- We expect you to maintain this information and any future changes in it, as strictly personal and confidential. Any violation to the confidentiality terms of your salary may result in strict action, can be a termination of your employment terms.
- Upon Joining, you will be required to sign an engagement letter with detailed terms and conditions and a confidentiality agreement (NDA).
- You will be joining us as trainee/interns from 3rd January, 2021 and your monthly internship pay would be 20,000 (twenty thousand rupees only) per month. You will join us as a full time employee from 1st June, 2021. Due to any reason if you decide not to join us on your official joining date post training/internship, you will not be eligible to receive any internship certificate from us, you will also need to pay back the internship pay out to the company.

Annual Leave / Public Holidays: You will be eligible for 12 earned, 6 casual & 6 sick leave per financial year (calculated from January to December of each year, the leaves are calculated on pro rata base from the date of joining) . 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.

If you leave the company within 12 months (your official joining date) for any reason, except serious health conditions, you must pay two months salary to the company against training cost. The medical condition must be supported by appropriate medical reports signed by authorized Medical practitioner, will be acknowledged post successful validation. If you plan to leave the company before completion of 1 year, the company shall deduct any relocation assistance provided, joining bonus if any while calculating the full and final settlement, or adjust the salary accordingly.

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Madan Mohan Malviya, Marg,



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IT Branch
2022 Branch

Notice Period/Termination: This contract of employment between you and the Company may be terminated by either party, during the probation period, by giving 60 days' notice. Post confirmation this contract may be terminated by giving 60 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).

Private Information Policy: You will be bound by the Silverbullet 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**. Please do not hesitate to contact HR at sipra.sahu@1silverbullet.tech, if you need any further assistance.

We look forward to having you in Silverbullet team.

Yours sincerely,

For 9Platforms Technology 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 Acceptance Signature: _____

Date:

9Platforms Technology Private Limited

C-901, Plot – CS 1/404, Raheja Excelsior CHS Ltd.
Madan Mohan Malviya, Marg,



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Employment Letter

Date: 10th November, 2021

Name: Ashish Ranjan,
Pune

Dear Ashish,

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **9Platforms Technology Private Limited**, starting **1st June, 2022** 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, at the sole discretion of the Management. 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	5,00,000 per annum (inclusive of applicable taxes, social benefit deductions, gratuity)
Variable Pay	50,000 (annual bonus/variable pay, inclusive of applicable taxes)
Total	5,50,000 (Five lakh fifty thousand only)

Important Terms and Conditions:

- We expect you to maintain this information and any future changes in it, as strictly personal and confidential. Any violation to the confidentiality terms of your salary may result in strict action, can be a termination of your employment terms.
- Upon Joining, you will be required to sign an engagement letter with detailed terms and conditions and a confidentiality agreement (NDA).
- You will be joining us as trainee/interns from 3rd January, 2021 and your monthly internship pay would be 20,000 (twenty thousand rupees only) per month. You will join us as a full time employee from 1st June, 2021. Due to any reason if you decide not to join us on your official joining date post training/internship, you will not be eligible to receive any internship certificate from us, you will also need to pay back the internship pay out to the company.

Annual Leave / Public Holidays: You will be eligible for 12 earned, 6 casual & 6 sick leave per financial year (calculated from January to December of each year, the leaves are calculated on pro rata base from the date of joining) . 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.

If you leave the company within 12 months (your official joining date) for any reason, except serious health conditions, you must pay two months salary to the company against training cost. The medical condition must be supported by appropriate medical reports signed by authorized Medical practitioner, will be acknowledged post successful validation. If you plan to leave the company before completion of 1 year, the company shall deduct any relocation assistance provided, joining bonus if any while calculating the full and final settlement, or adjust the salary accordingly.

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Notice Period/Termination: This contract of employment between you and the Company may be terminated by either party, during the probation period, by giving 60 days' notice. Post confirmation this contract may be terminated by giving 60 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).

Private Information Policy: You will be bound by the Silverbullet 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 Silverbullet. Please do not hesitate to contact HR at sipra.sahu@silverbullet.tech, if you need any further assistance.

We look forward to having you in Silverbullet team.

Yours sincerely,

For 9Platforms Technology 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 Acceptance Signature: _____

Date: _____

9Platforms Technology Private Limited

C-901, Plot - CS 1/404, Raheja Excelsior CHS Ltd.
Madan Mohan Malviya, Marg,

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Employment Letter

Date: 10th November, 2021**Name: Vidya Lad,
Pune****Dear Vidya Lad,**

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **9Platforms Technology Private Limited**, starting **1st June, 2022** 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, at the sole discretion of the Management. 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	5,00,000 per annum (inclusive of applicable taxes, social benefit deductions, gratuity)
Variable Pay	50,000 (annual bonus/variable pay, inclusive of applicable taxes)
Total	5,50,000 (Five lakh fifty thousand only)

Important Terms and Conditions:

- We expect you to maintain this information and any future changes in it, as strictly personal and confidential. Any violation to the confidentiality terms of your salary may result in strict action, can be a termination of your employment terms.
- Upon Joining, you will be required to sign an engagement letter with detailed terms and conditions and a confidentiality agreement (NDA).
- You will be joining us as trainee/interns from 3rd January, 2021 and your monthly internship pay would be 20,000 (twenty thousand rupees only) per month. You will join us as a full time employee from 1st June, 2021. Due to any reason if you decide not to join us on your official joining date post training/internship, you will not be eligible to receive any internship certificate from us, you will also need to pay back the internship pay out to the company.

Annual Leave / Public Holidays: You will be eligible for 12 earned, 6 casual & 6 sick leave per financial year (calculated from January to December of each year, the leaves are calculated on pro rata base from the date of joining) . 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.

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We look forward to having you in Silverbullet team.

Yours sincerely,

For 9Platforms Technology 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 Acceptance Signature: _____

Date:

9Platforms Technology Private Limited

C-901, Plot – CS 1/404, Raheja Excelsior CHS Ltd.
Madan Mohan Malviya, Marg,

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Employment Letter

Date: 10th November, 2021**Name: Tejas Patil,
Pune****Dear Tejas Patil,**

We are pleased to extend our offer of employment to you as "**Associate Software Engineer**" with **9Platforms Technology Private Limited**, starting **1st June, 2022** 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, at the sole discretion of the Management. 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 –

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- You will be joining us as trainee/interns from 3rd January, 2021 and your monthly internship pay would be 20,000 (twenty thousand rupees only) per month. You will join us as a full time employee from 1st June, 2021. Due to any reason if you decide not to join us on your official joining date post training/internship, you will not be eligible to receive any internship certificate from us, you will also need to pay back the internship pay out to the company.

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Madan Mohan Malviya, Marg,



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Notice Period/Termination: This contract of employment between you and the Company may be terminated by either party, during the probation period, by giving 60 days' notice. Post confirmation this contract may be terminated by giving 60 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).

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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**. Please do not hesitate to contact HR at sipra.sahu@1silverbullet.tech, if you need any further assistance.

We look forward to having you in Silverbullet team.

Yours sincerely,

For 9Platforms Technology 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 Acceptance Signature: _____

Date: _____

9Platforms Technology Private Limited

C-901, Plot – CS 1/404, Raheja Excelsior CHS Ltd.

Madan Mohan Malviya, Marg,

162

**Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17
Number's**

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:56 PM
Subject: Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Bharath Kakaiah (RBEI/HRL-TA) <Bharath.Kakaiah@in.bosch.com>
Date: Wed, Oct 13, 2021 at 3:53 PM
Subject: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, engg.placements@mitwpu.edu.in
<engg.placements@mitwpu.edu.in>

Hello MIT WPU Team,

Greetings from Robert Bosch Engineering and Business Solutions Private Limited, India (RBEI).

Considering the performance during the Online Test, Technical and HR Interviews, Please find the list of 17 candidates selected for the full time role of "Associate Software Engineer" from 2022 passing out batch.

Hearty Congratulations to all the selected candidates.

No of Candidates Selected : 17

Role : Associate Software Engineer (Common Designation for all Qualification / Freshers)

CTC : Rs. 5,00,000/- Per Annum (Five Lakh Indian Rupees per annum Only)

Kindly communicate the same to all the final selected candidates, block them from participating in other recruitment drives and let us know if all the candidates have accepted the offer from RBEI.

For any queries, please feel free to contact me.

Thanks and Best regards,

Candidate Id	Candidate Name	Primary Email	Mobile	Gender	Agor Perce	Bachelor branch
4176201	Nachiket Ashok Deore	nachiketdeore247@gmail.com	9370410679	Male	7.9	Computer Science Engineering
4176171	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	9359595827	Female	8.33	Computer Science Engineering
4176121	Aditi Dhumal	aditirdhumal@gmail.com	9130000400	Female	8.57	Computer Science Engineering
4176109	Mohini Pradeep Mali	mohinimali241@gmail.com	8329317525	Female	8.99	Computer Science Engineering
4176243	Sahil Sandesh Katle	sahilkatle5@gmail.com	8805689477	Male	7.8	Computer Science Engineering
4176237	Sharayu Vijay Guhe	sharayuguhe1929@gmail.com	8850327969	Female	7.71	Computer Science Engineering
4176281	Farheen Fahimoddin Sayyad	ffsayyad@mitaoe.ac.in	8459800481	Female	7.38	Electrical and Electronics Engineering
4176213	Pranav Mali	ppmali@mitaoe.ac.in	8308691773	Male	8.04	Electronics and Communication Engineering
4176309	Snehal Gaikwad	sdgaikwad@mitaoe.ac.in	9075360865	Female	7.3	Electronics and Communication Engineering
4176085	Vedant Dnyaneshwar Naik	vdnaik@mitaoe.ac.in	7218559447	Male	8.78	Electronics and Communication Engineering
4176099	Vyom Agarwal	vyomagarwal100@gmail.com	8115055551	Male	8.86	Electronics and Communication Engineering
4176235	Rutuja Patil	rutujapatil@mitaoe.ac.in	9359749416	Female	7.86	Electronics and Communication Engineering
4176077	Rushikesh Babasaheb Shelke	rbshelke@mitaoe.ac.in	9834523188	Male	8.33	Electronics and Communication Engineering
4176139	Samruddhi Ganesh Pattewar	sgpattewar@mitaoe.ac.in	9309750324	Female	8.72	Electronics and Communication Engineering
4176087	Akanksha	akankshapodutwar02@gmail.com	9130947456	Female	9.06	Electronics and Communication Engineering
4176113	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com	8956131254	Male	9.17	Electronics and Communication Engineering
4176147	Vijay Maruti Godase	vmgodase@mitaoe.ac.in	7057360404	Male	8.62	Information Science Engineering



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Fwd: Abzooba Infotech_2022 batch

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:54 PM
Subject: Fwd: Abzooba Infotech_2022 batch
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Chaitrali Chetan Pimpley** <chaitrali.p@abzooba.com>
Date: Thu, Oct 21, 2021 at 10:10 PM
Subject: RE: PPT Link_2022 batch
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Thank you so much for your support in Abzooba's Virtual Campus hiring process for the year 2022.

We are glad to inform you that, post screening we have selected following 10 candidates for 3 practices.

Practice	Shortlisted candidates
AA	1
BD&C	6
ES	3
Total	10

Shortlisted candidates details are as follows:

BD and C			
Sr. No	Candidate Id	Candidate Name	Candidate Email

1	40882734	Atharva Jibhakate	atharvajibhakate@gmail.com
2	40882779	Mayur Pingale	mayurpingale525@gmail.com
3	40882793	Omkar Jagtap ✓	osjagtap@mitaoe.ac.in
4	40882761	Akshay Mastud ✓	ammastud@mitaoe.ac.in
5	40882727	Prit Dhabaliya	dhabaliyapooja@gmail.com
6	40882741	Keshav Bajaj ✓	kjbajaj@mitaoe.ac.in
Advanced Analytics			
Sr. No	Candidate Id	Candidate Name	Candidate Email
7	40885547	Nakia Lightwala	nakialightwala242@gmail.com
Engineering Services			
Sr. No	Candidate Id	Candidate Name	Candidate Email
8	40883082	Ashish Sulakhe	sulakheashish@gmail.com
9	40883121	Saurabh Salunke	saurabhsalunke17@gmail.com
10	40883078	Shweta choudhary	shwetac074@gmail.com

All shortlisted candidates will get further notification from our recruitment team member shortly.

Regards,

Regards,

Chaitrali Pimpley

Manager - Employee Success - Operations



Abzooba India Infotech Private Limited

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Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

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

Date: Fri, Dec 24, 2021 at 2:21 PM

Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

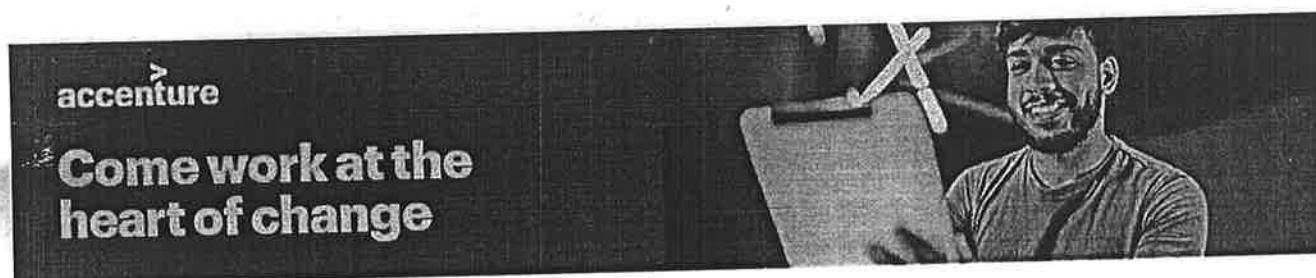
----- Forwarded message -----

From: Amith, Alfonse <alfonse.amith@accenture.com>

Date: Wed, Oct 20, 2021 at 10:27 AM

Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Mon, Jan 17, 2022 at 3:08 PM

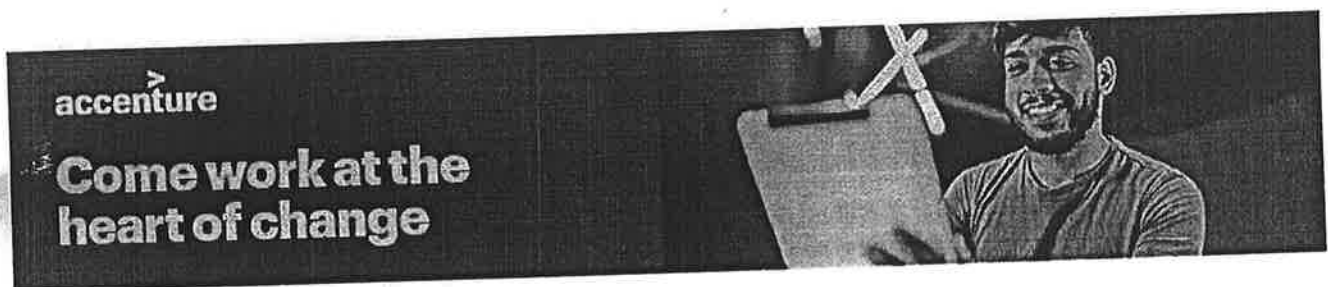
Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



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Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Bahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tajiba Rajaram Shelar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Suhil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akhay Narayan Chhillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902273	Kunver Siddharth	Female	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902185	Akanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Priti Bogawat	Female	9860344967	Computer Science	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902519	Priyanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903237	Abir Ahmed Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903565	Harshavardhan Sanjay Vibhandik	Male	7840939171	Electrical & Electronics	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902333	Gaurav Ramdeen Sain	Male	9359517035	Electrical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903909	Sujay Dadabhai Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabhram Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Samruddhi Ganesh Pattewar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiranman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shelke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Anan Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bongulwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harsheen Sarjal	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE

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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 P

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

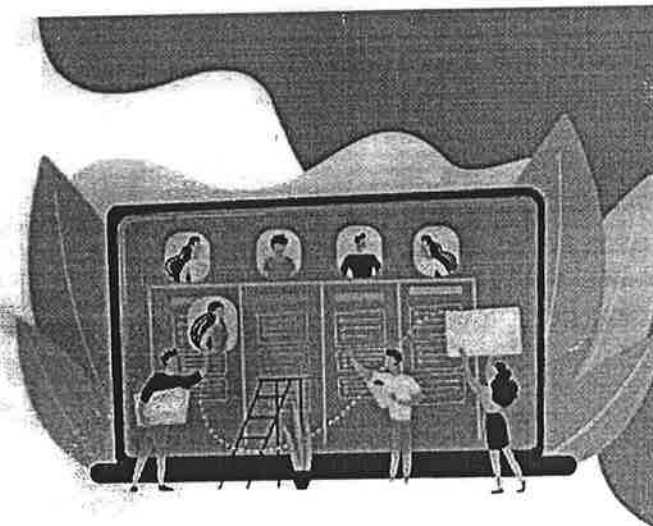
----- Forwarded message -----

From: <Kaustubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

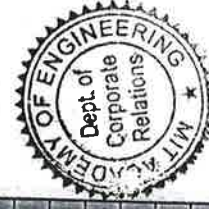
Greetings from Campus Recruitment Team! ,



Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!

After an exciting Hiring season, we are happy to share the most awaited Final Consolidated Results for the Interviews conducted for the **Campus GenC Elevate and GenC**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into



Superset ID	Name	Email Id	College	Phone Number	Category of Hire
1101958	Ayush Rajesh Bhosle	bhosleayush@gmail.com	Maharashtra Institute of Technology, Pune	7020909364	GenC Elevate Select
1102919	Trupti Ramesh More	truptimore1498@gmail.com	Maharashtra Institute of Technology, Pune	7030866779	GenC Elevate Select
1103092	Satyata Dilesh Dhargawe	sddhargawe@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8329622983	GenC Elevate Select
1104650	Rahul Kumar	rk230299@gmail.com	Maharashtra Institute of Technology, Pune	8809150190	GenC Elevate Select
1110641	Maithily Vivek Marathe	maithilymarathe10a@gmail.com	Maharashtra Institute of Technology, Pune	9422811503	GenC Elevate Select
1112226	Shiv Niranjani Locharwala	shivlocharwala9099@gmail.com	Maharashtra Institute of Technology, Pune	9099817715	GenC Elevate Select
1119593	Ruchi Ahuja	ruchi.ahuja12@gmail.com	Maharashtra Institute of Technology, Pune	9827354616	GenC Elevate Select
1124032	SHIVAM PRAKASH	soprakash@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	7903547976	GenC Elevate Select
1139940	Priyanshu	sharmapriyanshu180697@gmail.com	Maharashtra Institute of Technology, Pune	8986170394	GenC Elevate Select
1373805	divyansh waghmare	dawaghmare@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	9325901520	GenC Select
1379095	Akash kalyan jadhav	akashkj121@gmail.com	Maharashtra Institute of Technology, Pune	8286560684	GenC Select
1386621	Yash Surendra Chaukse	yash.chaukse@gmail.com	Maharashtra Institute of Technology, Pune	9130784089	GenC Select
1390912	kunal dnyaneshwar kadam	mrunkalkadam23@gmail.com	Maharashtra Institute of Technology, Pune	7020207748	GenC Select
1430711	Nithin Joseph Thomas	nithinpeediakal@gmail.com	Maharashtra Institute of Technology, Pune	7034714680	GenC Select
1431435	Prajwal Virendrarao Chaudhari	prajwalchaudhari786@gmail.com	Maharashtra Institute of Technology, Pune	8767452415	GenC Select
1453279	Omkar Vishnu Sawant	omkarvsawant755@gmail.com	Maharashtra Institute of Technology, Pune	8329968866	GenC Select
1120403	Akhila Chandrashekar Thota	akhilacthota@gmail.com	Maharashtra Institute of Technology, Pune	9326130268	GenC Select
1122971	Shreya Chandeo Jawane	scjawane@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	7620153423	GenC Select
1115809	Hrushikesh Vedhas Nemade	hrushikeshnemade2@gmail.com	Maharashtra Institute of Technology, Pune	9969456440	GenC Select
1427669	Omkar Shivaji Jagtap	omkar.s.jagtap123@gmail.com	Maharashtra Institute of Technology, Pune	7420832727	GenC Select
1452914	MANISHA BABAN PATOLE	mbpatole@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	9527567205	GenC Select
1096032	Manish Mangesh Shingare	mmshingare@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	7040589902	GenC Select
1097289	Anubhav Singh	anubhav02singh@gmail.com	Maharashtra Institute of Technology, Pune	8180835521	GenC Select
1097554	Yashashri Anurath Sanap	yashashrisanap0512@gmail.com	Maharashtra Institute of Technology, Pune	9922570000	GenC Select
1116486	vaishnavi hari salunke	vaishusalunke2000@gmail.com	Maharashtra Institute of Technology, Pune	9623594568	GenC Select
1119226	Ankit Jagdish Tajane	ankittajane3@gmail.com	Maharashtra Institute of Technology, Pune	8446442444	GenC Select
1123336	Aditi Umesh Kamalapurkar	aditiuk24@gmail.com	Maharashtra Institute of Technology, Pune	7722072567	GenC Select
1126894	rahul kumar	rahulkumar@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8529419240	GenC Select
1127890	TAZAEEN ILYAS SHAIKH	tazaeen.shaiikh@gmail.com	Maharashtra Institute of Technology, Pune	9545360206	GenC Select
1127902	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	Maharashtra Institute of Technology, Pune	9359595827	GenC Select
1140450	Shashank Bhushan	sbhushan@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8999585488	GenC Select
1151731	Shruti Kishor Fulsauder	skfulsauder@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8999890179	GenC Select
1165245	Saloni Sanjay Ekal	saloniekal@gmail.com	Maharashtra Institute of Technology, Pune	7972816820	GenC Select
1250281	Yash Subhash Gaikwad	ysgaikwad@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	9764336195	GenC Select
1257126	Aman Kumar	amanbarnwal0009@gmail.com	Maharashtra Institute of Technology, Pune	7903992059	GenC Select
1266027	Jayesh Arun Jagtap	jagtapjayesh9200@gmail.com	Maharashtra Institute of Technology, Pune	9158648268	GenC Select

Fwd: Congratulations..!

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:11 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:37 AM
Subject: Fwd: Congratulations..!
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Sahib Singh** <Sahib.Singh@infogain.com>
Date: Thu, Dec 9, 2021 at 9:54 PM
Subject: Congratulations..!
To: ssrathod@mitaoe.ac.in <ssrathod@mitaoe.ac.in>, jrk2506@gmail.com <jrk2506@gmail.com>, yuvrajumale07@gmail.com <yuvrajumale07@gmail.com>, ddthawani@mitaoe.ac.in <ddthawani@mitaoe.ac.in>, omkarchavan3414@gmail.com <omkarchavan3414@gmail.com>
Cc: Neelima Trehan <Neelima.Trehan@infogain.com>, Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Infogainers,

Congratulations,

We are happy to inform you that Infogain India Pvt. Ltd like to extend offer to you for the position of Software Engineer Trainee. After interviewing all the candidates, we found you the most suitable person for the job.

You are requested to fill Pre- Offer details on given link - <https://forms.office.com/r/g1UcWriUhB>

Formal Offer will hit your mailbox soon.

Dear Dr. Hemant Mali,

Infogain is giving Joining on 25th January 2022 to the below mentioned students. We will be giving them leaves to write their exam. Please confirm comfort of the University w.r.t his joining with us by day end tomorrow.

Candidate Name	Primary Email	Date Of Birth	Gender	Mobile
Suraj Subhash Rathod	ssrathod@mitaoe.ac.in	01 Jun 1999	Male	8379828368
Juthani Riya Kamal	jrk2506@gmail.com	25 Jun 1999	Female	7201077630
Yuvraj Na Umale	yuvrajumale07@gmail.com	27 Mar 2000	Male	9137877762
Dinesh Deepak Thawani	ddthawani@mitaoe.ac.in	21 Apr 2001	Male	9552771682
Omkar Prakash Chavan	omkarchavan3414@gmail.com	12 Jun 1998	Male	9518779299

Thanks & Regards

Wish you Good Health ●



Sahib Singh | Executive - Campus Cell

M: (+91) 8076973178 | O: 91-120- 445144

infogain.com | Engineering Business Outcomes
LinkedIn

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Fwd: Congratulations :: FIS University Program - B.E/B.Tech - 2022 - Shortlist

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:09 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 12:07 PM
Subject: Fwd: Congratulations :: FIS University Program - B.E/B.Tech - 2022 - Shortlist
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

From: "Devaraj, NileshKumar" <NileshKumar.Devaraj@fisglobal.com>
Date: 11 December 2021 at 9:39:03 AM IST
To: centralplacements@mitwpu.edu.in
Cc: "Kannappan, Boopathi" <Boopathi.Kannappan@fisglobal.com>, "Ojha, Priya" <Priya.Ojha@fisglobal.com>, "N, Prathibha" <Prathibha.N@fisglobal.com>
Subject: Congratulations :: FIS University Program - B.E/B.Tech - 2022 - Shortlist

Hi Dr. Ketaki Makarand Kulkarni,

Greetings from FIS!

We are pleased to inform that the following candidates have been **shortlisted** with FIS.

Request you to kindly reserve these candidates for FIS.

Full Name	Email ID	Mobile No.	Institution
Ameya Rajesh Godbole	argodbole@mitaoe.ac.in	7887462034	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE
Saloni Dhadda	salonidhadda@gmail.com	8698324558	MAHARASHTRA INSTITUTE OF TECHNOLOGY - PUNE

Please Note:

- We are working on their Offer Letter and the date of joining and will be communicated shortly
- Offer letters will be rolled out based on/post business approval.
- Candidates will be communicated individually on their status as well.
- Separate email will be shared to the candidates requesting documents for validation purpose.
- Status update of other candidates from your institution will be shared shortly.

Looking forward to your continuous support in hiring great talents from your institution.

Feel free to reach out to us for any queries/clarifications.

regards,

Nilesh Kumar Devaraj

Talent Acquisition (University Program)

The People Office

E: NileshKumar.Devaraj@fisglobal.com

FIS | Advancing the way the world pays, banks and invests™



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Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: <Kaustubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!

After an exciting Hiring season, we are happy to share the most awaited Final Consolidated Results for the Interviews conducted for the Campus GenC Elevate and GenC.

Our heartiest congratulations to all the selected candidates & we look forward to onboard them into

1401450	Aman Sunil Walke	walkea016@gmail.com	Maharashtra Institute of Tec	9359628963	GenC Select
1402139	Paresh Agatrao Pawar	pawarparesh1399@gmail.com	Maharashtra Institute of Tec	9359814816	GenC Select
1405754	utkarsh ashok kumar dubey	utkarshd980@gmail.com	Maharashtra Institute of Tec	9359228469	GenC Select
1406568	Rupali Bharat Patil	123cogrupali@gmail.com	Maharashtra Institute of Tec	8459176264	GenC Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Tec	9370935239	GenC Select
1411311	Shreyan Suresh Koshti	koshtishreyan1309@gmail.com	Maharashtra Institute of Tec	8408946169	GenC Select
1413596	Nikita Barman	nbarmn1208@gmail.com	Maharashtra Institute of Tec	7086980977	GenC Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in	Maharashtra Institute of Tec	8806865121	GenC Select
1414539	Yaseen Yunus Sheikh	yyseikh@mitaoe.ac.in	Maharashtra Institute of Tec	9049330420	GenC Select
1417161	Satyjeet Bhanudas Biradar	sbiradar@mitaoe.ac.in	Maharashtra Institute of Tec	8788471670	GenC Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com	Maharashtra Institute of Tec	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com	Maharashtra Institute of Tec	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	Maharashtra Institute of Tec	9370191239	GenC Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	Maharashtra Institute of Tec	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrinivasphulwadkar@gmail.com	Maharashtra Institute of Tec	9021000195	GenC Select
1423992	dnyaneshwari shriram pacharne	dnyaneshwarip2803@gmail.com	Maharashtra Institute of Tec	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com	Maharashtra Institute of Tec	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com	Maharashtra Institute of Tec	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in	Maharashtra Institute of Tec	7620236705	GenC Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com	Maharashtra Institute of Tec	7977269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com	Maharashtra Institute of Tec	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com	Maharashtra Institute of Tec	7755906032	GenC Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com	Maharashtra Institute of Tec	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in	Maharashtra Institute of Tec	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vratkane@mitaoe.ac.in	Maharashtra Institute of Tec	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com	Maharashtra Institute of Tec	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	snshinde253@gmail.com	Maharashtra Institute of Tec	7385727449	GenC Select
1461014	Piyush Jeevan Jagdale	pjiagdale@gmail.com	Maharashtra Institute of Tec	9923529899	GenC Select
1461228	Shubhami Misra	shubhmani27200@gmail.com	Maharashtra Institute of Tec	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com	Maharashtra Institute of Tec	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	Maharashtra Institute of Tec	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com	Maharashtra Institute of Tec	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com	Maharashtra Institute of Tec	8291578981	GenC Select

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Mehta, Swati [CORP/IN]
<Swati.Meheta@emerson.com>

Dec 24, 2021, 1:38
PM

to me, Mahadevan, Pooja

Hello! Pramod,

Below is the details of the selected students. We will share the joining letter with them by next week which also include their internship start date. Please inform the student.

Pratik Rajendra Bhangale	145	bhangale.pratik2000@gmail.com	9067958334	MITAOE Pune
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Regards, Swati **From:** Mehta, Swati [CORP/IN] ,**Sent:** Monday, December 20, 2021 1:05 PM
To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>
Cc: Pandey, Pooja [External/TeamLease] <pooja.panday@emerson.com>
Subject: RE: MIT Shortlisted Students : Emerson IT Solutions

Hi Pramod,

Below are the address and other details. Pls inform the students:

Emerson Innovation Centre

2nd Floor, Plot No. 23, Hinjawadi Phase 2 Rd, Phase 2, Hinjewadi Rajiv Gandhi Infotech Park, Me
Pune, Maharashtra 411057, India

- Point of Emerson Contact : Ashish SCGupta
- Visiting Time : Between 1 PM to 5 PM
- Students need to ensure:

1. For Gate Pass –

- Carry Adhaar Card
- Updated Arogya Setu App in mobile
- Partially or Fully COVID -19 Vaccinated Certificate

Carry Hardcopy of Latest Resume

Regards,

Swati

12 January, 2022

Deep Katkar
Sarasvati Colony Gevrai,
Georai,
Beed, Maharashtra - 431127

Dear Deep,

We are very pleased to offer you a position with TIBCO Software India Private Limited ("TIBCO India"), as **'Junior Consultant, PSG'**. This letter will confirm the terms of our offer. Your base work location will be Pune. In this position, you will be reporting to 'Senior Resource Manager'. Your annual fixed/ base salary will be **INR 5,60,004/-** (Indian Rupees Five Lakh Sixty Thousand Four Only). This is equivalent to a starting monthly 'basic' salary component of **INR 18,667/-** (Indian Rupees Eighteen Thousand Six Hundred Sixty Seven Only).

In addition to the 'basic', you will be entitled to other reimbursements up to maximum limit of **INR 28,000/-** (Indian Rupees Twenty Eight Thousand Only) per month. Other reimbursements include but are not limited to LTA, HRA, Professional Pursuit, Telephone/Mobile reimbursement, Car reimbursement, and PF contribution of company, minus any applicable taxes and/or withholdings. However, the company reserves the right to make changes in the salary structure from time to time without notice or reasons thereof.

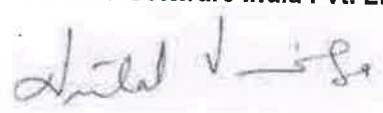
You will also participate in TIBCO India's commission plan with a total On Target Earnings (OTE = sum of base/salary and target incentive/commission) of **INR 7,00,000/-** (Indian Rupees Seven Lakh Only) minus any applicable taxes and/or withholdings, at 100%. However, the said commission plan will start from the seventh month of your employment start date and your on-target variable compensation will be prorated for the fiscal year with the Company.

The terms of your probation are set forth in detail in the Employment Agreement which is provided to you herewith. We would like you to start on **6 June, 2022** or earlier. This offer is contingent upon execution of the Employment Agreement, Data Transfer Consent Form, Data Record Form and Code of Business Conduct & Ethics.

Education Documents: We expect you will complete your academy graduation degree course successfully. You must submit your degree passing certificate and final mark-sheet to TIBCO India HR team no later than 30 June, 2022. Failing to submit the said education documents, your employment with TIBCO will be terminated without any notice.

We are pleased to have you join us, and look forward to a mutually rewarding association. If the terms above are acceptable, please sign below and return a copy. In addition, upload a signed copy of the Employment Agreement and other documents as requested. This offer is valid for TWO business days from date of receipt.

For **TIBCO Software India Pvt. Ltd.**


Neetal Vaidya
VP, HR (India)

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.

I acknowledge and accept this offer from TIBCO Software India Pvt. Ltd.

Deep Katkar

Date: _____ Start Date: _____

Please complete and upload the following documents at the earliest:

1. Employment Agreement and Non-Disclosure Agreement
2. Data security Compliance Statement & Field Services Acknowledgement of Customer Data

3. Data Transfer Consent Form
4. Code of Business Conduct & Ethics



TIBCO Software India Private Limited

Regd. Office: "Binarius", Floor No. 2&3, Deepak Complex, National Games Road, Shastri Nagar, Yerwada, Pune, Maharashtra - 411 006
Phone: +91 20 30212100 | Fax: +91 20 30212300 | Website: www.tibco.com | email: aambike@tibco.com | CIN: U72200PN2002PTC134898

Fwd: CTC Breakup-Atharva Sudhir Kulkarni | Bristlecone India Limited (A Mahindra Group)

1 message

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

Sat, Mar 26, 2022 at 10:22 AM

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

From: **SAUMYA SINGH** <sauymya.singh1@bristlecone.com>
Date: Wed, Feb 23, 2022 at 1:28 PM
Subject: CTC Breakup-Atharva Sudhir Kulkarni | Bristlecone India Limited (A Mahindra Group)
To: alfacropter262@gmail.com <alfacropter262@gmail.com>
Cc: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Atharva Sudhir Kulkarni,

On behalf of all the members of Bristlecone family, we welcome you. We have really enjoyed speaking with you and getting to know you over the past few weeks.

Kindly find below the Letter of Intent. Please note this is not an actual offer letter.

The actual offer will be shared with you after the acceptance of LOI and internal approvals. Kindly mail us your acceptance.

NAME : Atharva Sudhir Kulkarni		
DESIGNATION : Associate		
DATE OF JOINING :		
COST TO COMPANY :		INR 425,000
FIXED SALARY :		INR 425,000
VARIABLE PAY : 0.0000000% ,		INR 0
SALARY COMPONENTS (INR)	MONTHLY	ANNUAL
BASIC SALARY	INR 15,000	INR 180,000
FLEXI PAY*	INR 17,895	INR 214,742
PROVIDENT FUND (Employer Contribution)**	INR 1,800	INR 21,600

GRATUITY (Employer Contribution)***	INR 722	INR 8,658
MONTHLY GROSS SALARY (PRE-TAX)	INR 31,095	
Fixed Salary includes company's contribution to Provident Fund & Gratuity		
Basic Salary will be INR 180,000 or 25% of Fixed salary, whichever is higher		
Monthly Gross Salary (Pre-Tax) includes Basic and Flexi Pay, less Employee's contribution to PF		
*Please refer to Annexure I for details on Flexi Pay components #Balancing amount after selecting Flexi Pay options shall be paid as Supplementary Allowance		
**PF contribution as per prevailing laws is 12% of basic pay		
***Gratuity is as per prevailing laws is 4.81% of Basic Pay - Employees completing 4 Years & 240 Days of continuous service are eligible for Gratuity payout		

Flexi Pay Components		
Options	Monthly	Yearly
House Rent Allowance	40% of Basic (Non-Metro Cities) & 50% of Basic (Metro Cities)	
Meal Coupons	Fixed at INR 2200	Fixed at INR 26400
Child Education Allowance	Fixed at INR 100	Fixed at INR 1200
Telephone Reimbursement	Fixed at INR 1500	Fixed at INR 18000
LTA (Leave Travel Allowance)	Fixed at INR 6250	Fixed at INR 75000
Books & Periodicals	INR 1000	INR 12000
Car Running & Maintenance Reimbursement	INR 1800 for all vehicles below 1600 cubic capacity and INR 2400 for all vehicles above 1600 cubic capacity	INR 21600 for all vehicles below 1600 cubic capacity and INR 28800 for all vehicles above 1600 cubic capacity

Driver's Salary	Fixed at INR 900	Fixed at INR 10800
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You will be eligible for total Flexi Pay as per the CTC letter with the flexibility to choose any / all of the above-mentioned elements to create a tax efficient salary structure as per your need. Tax benefits on the above-mentioned options is subject to submission of bills. If bills are not submitted by the end of financial year, the amount is paid to employees post applicable tax deductions.

Mediclaime:

- Over and above the committed fixed CTC, company is providing Mediclaime insurance coverage for a sum insured amount of Rs.6,00,000/- per annum as a family floater (for self, spouse and 2 children). Besides this, voluntary options have been given to employees to cover their dependent parents at corporate rates on a self-paid basis
- Also, the company provides coverage under group personal accident (GPA) Insurance as per the company's policy.

Please note this is not the final offer

Kindly share the below listed documents only in PDF format along with Application form (attached)

- Graduation degree certificate
- Post – Graduation degree certificate
- Appointment letter of previous company (If applicable)
- Relieving letter of previous company (if applicable)
- Last 3 months payslips
- PAN card copy
- Aadhar card copy
- Passport copy
- 3 passport size recent photographs (with white background)

Thanks,

Saumya Singh

Talent Acquisition

Pune, Maharashtra - INDIA

Email : saumya.singh1@bccone.com | www.bccone.com

BRISTLECONE

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Application for Employment V4 updated.doc

125K

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Fwd: Cognizant Campus Hiring 2022 Results- Cybersecurity 2022

1 message

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

Sun, Mar 27, 2022 at 5:20 PM

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

From: <Kaustubh.Thanawala@cognizant.com>
Date: Fri, Feb 25, 2022 at 12:40 PM
Subject: Cognizant Campus Hiring 2022 Results- Cybersecurity 2022
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>,

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor,

Greetings from Campus Recruitment Team!

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Cybersecurity**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into the Cognizant fraternity.

We would like 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 appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents 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**.

Please find the final results attached for GenC Pro & GenC here with for your college.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn
- The selected candidates are subject to **internal audit process**. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who **successfully cleared all rounds** of the GenC Pro & GenC recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while

recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at **GenCHRCComplianceIND@cognizant.com**

Regards,

Human Resources – GenC

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Maharashtra Institute of Technology, Pune.xlsx
20K

Superset ID	College Name	Name	Personal Email Id	Final Select Sta	Skill Select
1393583	Maharashtra Institute of Technology, Pune	Samarth Laxmikant Kulkarni	ksamarth224@gm ail.com	GenC Select	
1462890	Maharashtra Institute of Technology, Pune	Gajanan Dagdu Khande	gajanankhande12 3@gmail.com	GenC Select	
2311115	Maharashtra Institute of Technology, Pune	Mayuri Balu Borate	mayuriborate37@ gmail.com	GenC Select	
2328255	Maharashtra Institute of Technology, Pune	Archana Chandrashekhar Phapale	archanaphapale8 @gmail.com	GenC Select	

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Fwd: Cognizant Campus Hiring 2022 Results- Cybersecurity 2022

1 message

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

Sun, Mar 27, 2022 at 5:20 PM

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

From: <Kaustubh.Thanawala@cognizant.com>

Date: Fri, Feb 25, 2022 at 12:40 PM

Subject: Cognizant Campus Hiring 2022 Results- Cybersecurity 2022

To: <hemant.mali@mitwpu.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>,

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor,

Greetings from Campus Recruitment Team!

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Cybersecurity**.

Our **heartiest congratulations** to all the selected candidates & we look forward to onboard them into the Cognizant fraternity.

We would like 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 appreciate the partnership between Cognizant and your esteemed institution by which we have been able to identify the best talents 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**.

Please find the final results attached for GenC Pro & GenC here with for your college.

Note: The LOI (Letter of Intent) will be released to the shortlisted candidates shortly. Acceptance of LOI will be considered as the offer acceptance & we will keep you updated on the progress.

Disclaimer:

- At any point in time, if the self-profile declared by the student during the registration process is found to be false or if the student is found to have indulged in any sort of malpractice, this confirmation will be withdrawn
- The selected candidates are subject to **internal audit process**. In case, any observation is found to be inappropriate, it will lead to a withdrawal of the selection.
- Kindly consider this as the final list of candidates who **successfully cleared all rounds** of the GenC Pro & GenC recruitment processes.
- We request you to thoroughly validate the candidates' authenticity i.e. If any candidate(s) from the attached list is not from your respective college, please let us know. At the time of background verification, such candidates will get disqualified.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while

recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com

Regards,

Human Resources – GenC

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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.

 **Maharashtra Institute of Technology, Pune.xlsx**
20K

Superset ID	College Name	Name	Personal Email Id	Final Select Sta	Skill Select
1393583	Maharashtra Institute of Technology, Pune	Samarth Laxmikant Kulkarni	ksamarth224@gmail.com	GenC Select	
1462890	Maharashtra Institute of Technology, Pune	Gajanan Dagdu Khande	gajanankhande123@gmail.com	GenC Select	
2311115	Maharashtra Institute of Technology, Pune	Mayuri Balu Borate	mayuriborate37@gmail.com	GenC Select	
2328255	Maharashtra Institute of Technology, Pune	Archana Chandrashekhar Phapale	archanaphapale8@gmail.com	GenC Select	

Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitae.ac.in>
To: Vikas Singh <vssingh@mitae.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: Anil Kumar Pacha <anil.pacha@mitae.ac.in>
Date: Thu, Dec 23, 2021 at 3:35 PM
Subject: Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
To: Dr. Shitalkumar Jain <deputydirector.cr@mitae.ac.in>

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

From: Ashwita Upadhyaya <ashwita.upadhyaya@zs.com>
Date: Fri, Jul 30, 2021 at 9:27 PM
Subject: RE: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Anil Kumar Pacha <anil.pacha@mitae.ac.in>

Hi Hemant Sir and Anil Sir,

Greetings from ZS!

'It gave us immense pleasure to conduct campus recruitment event for MIT Pune and Alandi for campus placements 2021-22.

We are glad to announce that we have been able to make **15 full time employment offers** from your esteemed college. Please block these candidates for ZS and they cannot be permitted to be a part of the upcoming process for the 2020-21 placements.

Sr. No.	Role	Full Name	Email ID	Mobile	Graduation School Name	Status
1	BOA	Jay Wamne	jwamne@mitae.ac.in	7378947006	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
2	BOA	Radhika Deshmukh	radhikajd223@gmail.com	7039780124	Maharashtra Institute of Technology	Final interview feedback pending
3	BOA	Monisha Kohli	monisha.kohli02@gmail.com	7065107655	Maharashtra Institute of Technology	Final interview feedback pending
4	BTSA	Aman Agarwal	aman.agarwal150@gmail.com	7738037284	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
5	BTSA	Prachi Patil	pspatil@mitae.ac.in	7758054736	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
6	BTSA	Prathmesh Salunkhe	pssalunkhe@mitae.ac.in	9706134445	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
7	BTSA	Pritesh Ghaywat	pgghaywat@mitae.ac.in	8669212159	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
8	BTSA	Ria Sigtia	riasigtia@gmail.com	9130612892	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
9	BTSA	Shubham Sapkal	mailtoshubhamsapkal@gmail.com	7276210213	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
10	BTSA	Sushant Patil	smpatil@mitae.ac.in	7021768922	Maharashtra Institute of Technology	Full time employment offer - Inclusive of 6 month internship
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Request you to share the offered candidate details in the enclosed format latest by 6th August'21. I will keep you posted on the feedback pending instances as soon as I hear back from the interviewers.

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Fwd: ZS Associates | Campus Recruiting 2021-22 Offers: Maharashtra Institute of Technology

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
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Mon, Jan 17, 2022 at 3 14 PM

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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>

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1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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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>

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**Fwd: Quantiphi: MIT-WPU,Pune: Invitation for Campus Recruitment_2022
passing-out batch**

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Quantiphi: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Vivian Ferrao** <vivian.ferrao@quantiphi.com>
Date: Wed, Aug 4, 2021 at 9:16 AM
Subject: Re: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Hemant Mali
<hemant.mali@mitwpu.edu.in>

Mr. Hemant,

For visibility.

On Wed, Aug 4, 2021 at 1:30 AM Vivian Ferrao <vivian.ferrao@quantiphi.com> wrote:
Hi Team,

Please find the list of selects attached from our end.

However the below candidates are yet to be interviewed and will be aligning them today 4th August 21

Shubham	Khule	shubham99.khule@gmail.com
prathmesh	patil	patil7389797300@gmail.com
Kalpesh	Raundal	knraundal@mitaoe.ac.in
Lekhanksh	Bondade	ldbondade@mitaoe.ac.in
Sarfaraaj	Shaikh	srshaikh@mitaoe.ac.in

In case of any selects from the above we will update you here.
Thanks & Regards,

Vivian Ferrao

Specialist - Human Resource Business Partner | Quantiphi Inc.
| US and India

www.quantiphi.com

 **quantiphi**
AI - Data - Cloud

First Name	Last Name	Email ID	Role-Primary
Mayur	Tadge	mdtadge@mitaoe.ac.in	Framework Engineer
Nishant	Jain	nj27nishant@gmail.com	Framework Engineer
Sahil	Pawar	pawarsahil1297@gmail.com	Framework Engineer
Dhanashree	Godase	dsgodase22@gmail.com	Framework Engineer
Ayush	Kumar	ayushkmr17@gmail.com	Framework Engineer
Aditi	Baheti	bahetiaa@gmail.com	Machine Learning Engineer
Abhishek	Choure	abhishekchoure222@gmail.com	Framework Engineer
Vivek	Ramakrishnan	vivekrkay1999@gmail.com	Business Analyst
Swadhin	Nagulpelli	sunagulpelli@mitaoe.ac.in	Machine Learning Engineer
Aakash	Chakor	ajchakor@mitaoe.ac.in	Machine Learning Engineer

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



Confirmation

Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by **13-Aug-2021**

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team

Manish N Kushwaha	57	Analyst	libramak21@gmail.com
Sudhanshu Vijay Kale	58	Analyst	svkale@mitaoe.ac.in
Pritesh Kumar	59	Analyst	priteshkumar@mitaoe.ac.in
Karan Khajuria	60	Analyst	kakhajuria@mitaoe.ac.in
Atharva Anant Pande	61	Analyst	aapande@mitaoe.ac.in
Satyam Bibhuti	62	Analyst	satyam.bibhuti@gmail.com
Dhruv Kanther	63	Analyst	ddkanther@mitaoe.ac.in
Pranav Sanjivan Anande	64	Analyst	pranav.anande05@gmail.com
Ashutosh Santosh Mane	65	Analyst	ashutoshmane06@gmail.com
Mihir Naresh Sharma	66	Analyst	mihirsharma162@gmail.com
Someshwar Sharma	67	Analyst	sharmasomeshwar3@gmail.com



Fwd: Confirmation of Verbal Offers || MIT Pune

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>

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Campus Team

✓ Manish N Kushwaha	57	Analyst	libramak21@gmail.com
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Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
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Mon, Jan 17, 2022 at 3:14 PM

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Deloitte India (Offices of the US) | August 10, 2021



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On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

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We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team

	S.No	Title/Designation	Primary Email ID
Shobhit Roshan	1	Analyst	shobhit.roshan@gmail.com
Kushika Bahuguna	2	Analyst	kushika.bahuguna@gmail.com
Devagya Sharma	3	Analyst	devagyas900@gmail.com
Kavisha Kamlesh Tayal	4	Analyst	kavishatayal1425@gmail.com
Nandini Dubey	5	Analyst	dubeynandini73@gmail.com
Pallavi Ramesh Udatewar	6	Analyst	pallavi.udatewar@gmail.com
Kunal Rahul Raje	7	Analyst	rajekunal4@gmail.com
Janhavi Anand Chavan	8	Analyst	janhavi.a.chavan@gmail.com
Abhishek Kuber	9	Analyst	abhi.kuber@gmail.com
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Joshua Linhares	54	Analyst	joshualinhares20@gmail.com
Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



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MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



Confirmation

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Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

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Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in

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Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

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

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



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Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in

Fwd: DXC Technology || Campus Hiring FY'22 || Final Result

1 message

Dr. Shilalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Shilalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ban, Pragya <pban3@dxcc.com>
Date: Wed, Aug 18, 2021 at 12:28 PM
Subject: DXC Technology || Campus Hiring FY'22 || Final Result
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 Dr. Mali,

Thank you very much for helping us conduct our Campus FY'22 Hiring smoothly. We have 58 final selects from your college. Please find below the details.

Please find below the summary:

Total candidates who participated for the event : 315

Total candidates who cleared online test : 117

Final Select: 58

Test Conversion : 37%

Technical Conversion: 50%

Overall Conversion: 18%

Please Find Below the names of the final selects:

S.No.	Candidate Name	Candidate Email	Candidate Mobile number	Gender	Subject / Branch	Configuration	Final Status
1	Aabha Sanjay Tamhankar	taabhas00@gmail.com	8975154011	Female	Mechanical and Automation	MIT_9th August 2021	Strong Consider
2	Esha Pravin Sul	epsul@mitaoe.ac.in	9284421474	Female	Information Technology	MIT_9th August 2021	Strong Consider
3	Aishwarya Ajay Shete	aishwarya.shete05@gmail.com	7517376460	Female	Electrical Engineering	MIT_9th August 2021	Strong Consider
4	Radha Shyamrao Hangarge	rshangarge@mitaoe.ac.in	7219720348	Female	Electronics Engineering	MIT_9th August 2021	Strong Consider
5	Rutuja Nanabhau Deore	mdore@mitaoe.ac.in	8698663220	Female	Mechanical Engineering	MIT_9th August 2021	Strong Consider
6	Abhisha kishorchand Jain	abishajain2000@gmail.com	8668967209	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
7	Shradha Deepak Narwadkar	shradhanarwadkar1302@gmail.com	7083093755	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
8	Divya Prabhu Kadole	divya.kadole@gmail.com	9420043857	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
9	DIPTI HEMANT DARADE	dhdarade@mitaoe.ac.in	7888277580	Female		MIT_9th August 2021	Strong Consider
10	Namrata Mohakud	namratamohakud@gmail.com	8092324994	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
11	Shruti Singh	singhshruti1945@gmail.com	9718686024	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
12	Shweta Sandeep Pardeshi	shwetia.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
13	Akshata Dittaraj Mamde	admamde@mitaoe.ac.in	8888980749	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
14	Samruddhi Sunil Sankpal	ssankpal@mitaoe.ac.in	7447361544	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
15	shruti lahu lanke	slanke@mitaoe.ac.in	9145272139	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
16	Manali Mahaveer Gadiya	manali.gadiya11@gmail.com	9673791837	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
17	divya singh	divyathakur2810@gmail.com	7275524294	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
18	Siddhesh Gulabrao Badgajar	siddheshbadgajar2050@gmail.com	7058988516	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
19	Aniket Vasant Bandgar	aniketvb70dx@gmail.com	9423789369	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
20	Anurag Pradeep Nair	nairanurag2000@gmail.com	9359169172	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
21	Aniket Namdeo Kandalkar	ankandalkar@mitaoe.ac.in	7038553316	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
22	Mohit Dadaji Musale	mdmusale@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

23	Saurabh Sunil Barve	saurabhbarve007@gmail.com	7758972468	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
24	Siddharth Devendra Yadav	siddharth.yadav1000@gmail.com	8983758714	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
25	Ashwin Mahavir Durugkar	ashwin.durugkar123@gmail.com	9518526538	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
26	Devesh Vishnudas Barbind	dvbarbind@mitaoe.ac.in	9370146492	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
27	Abhay Tripathi	abhaytripathi51966@gmail.com	6386872205	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
28	Nishant Singh Jadeun	nishujadu7@gmail.com	8668516068	Male	Petroleum Engineering	MIT_9th August 2021	Strong Consider
29	Onkar Kalidasrao Salegaonkar	malltosomkar@gmail.com	9370932480	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
30	Chirag Ashwinkumar Sahuji	chiragsahuji1602@gmail.com	8999041407	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
31	Pulkit Dubey	pulkitdubey04@gmail.com	9340483903	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
32	SIDDHESHWAR REVANAPPA VAIDYA	srvidya@mitaoe.ac.in	8605973297	Male		MIT_9th August 2021	Strong Consider
33	Yahya Ahmad	yahya23193@gmail.com	7006765540	Male	Electrical Engineering	MIT_9th August 2021	Strong Consider
34	Aakash Anshu	aachaudhary@mitaoe.ac.in	8983304860	Male	Information Technology	MIT_9th August 2021	Strong Consider
35	Taha Mustafa Bohra	tahamohra@gmail.com	9823196905	Male	Information Technology	MIT_9th August 2021	Strong Consider
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40	Nikhil Subhash Girmee	nsgirmee@mitaoe.ac.in	8308453848	Male	Chemical Engineering	MIT_9th August 2021	Strong Consider
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University Hiring Lead: Talent Acquisition-India

DXC Technology

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Fwd: DXC Technology || Campus Hiring FY'22 || Final Result

1 message

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Mon, Jan 17, 2022 at 3:13 PM

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23	Saurabh Sunil Barve	saurabhbarve007@gmail.com	7758972468	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
24	Siddharth Devendra Yadav	siddharth.yadav1000@gmail.com	8983758714	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
25	Ashwin Mahavir Durugkar	ashwin.durugkar123@gmail.com	9518526538	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
26	Devesh Vishnudas Barbind	dvbarbind@mitaoe.ac.in	9370146492	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
27	Abhay Tripathi	abhaytripathi51966@gmail.com	6386872205	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
28	Nishant Singh Jadaun	nishujadu7@gmail.com	8668516068	Male	Petroleum Engineering	MIT_9th August 2021	Strong Consider
29	Onkar Kalidasrao Salegaonkar	mailtosomkar@gmail.com	9370932480	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
30	Chirag Ashwinkumar Sahuji	chiragsahuj1802@gmail.com	8999041407	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
31	Pulkit Dubey	pulkidubey04@gmail.com	9340483903	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
32	SIDDHESHWAR REVANAPPA VAIDYA	srvidya@mitaoe.ac.in	8605973297	Male		MIT_9th August 2021	Strong Consider
33	Yahya Ahmad	yahya23193@gmail.com	7006765540	Male	Electrical Engineering	MIT_9th August 2021	Strong Consider
34	Akash Anshu	aachaudhary@mitaoe.ac.in	8983304860	Male	Information Technology	MIT_9th August 2021	Strong Consider
35	Taha Mustafa Bohra	tahambohra@gmail.com	9823196905	Male	Information Technology	MIT_9th August 2021	Strong Consider
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Thanks and Regards

Pregya Ban

University Hiring Lead: Talent Acquisition-India

DXC Technology

pban3@dx.com

DXC.com | Twitter / Facebook / LinkedIn



Fwd: DXC Technology || Campus Hiring FY'22 || Final Result

1 message

Mon, Jan 17, 2022 at 3:13 PM

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vsingh@mitaoe.ac.in>

Forwarded message

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Date: Thu, Dec 23, 2021 at 3:30 PM
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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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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>

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University Hiring Lead: Talent Acquisition-India

DXC Technology

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DXC.com | Twitter / Facebook / LinkedIn



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16	Manali Mahaveer Gadiya	manali.gadiya11@gmail.com	9673791837	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
17	divya singh	divyathakur2810@gmail.com	7275524294	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
18	Siddhesh Gulabroo Badgujar	siddheshbadgujar2050@gmail.com	7058988516	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
19	Aniket Vasant Bandgar	aniketvb70dx@gmail.com	9423789369	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
20	Anureg Pradeep Nair	nairanureg2000@gmail.com	9359169172	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
21	Aniket Namdeo Kandalkar	ankandalkar@mitaoe.ac.in	7038553316	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
22	Mohit Dadaji Musale	mdmusale@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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Cc: Campus <campus@persistent.com>

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Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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 To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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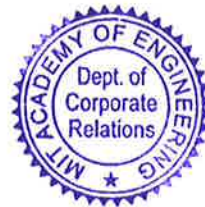
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Thanks,
Siddharth

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59	Sarvarth Patil	sarvarthp@gmail.com	8805396919	MIT WPU	4.71 LPA- Final Select
60	Soham Kulthe	kulthesoham@gmail.com	8766499589	MIT WPU	4.71 LPA- Pending for HR Assessment
61	Tanmay Das	tanmay13das@gmail.com	7715026386	MIT WPU	4.71 LPA- Final Select
62	Aditya Patil	Aditya.patil0404@gmail.com	9922007441	MIT WPU	4.71 LPA- Pending for HR Assessment
63	Viraj Gore	virajgore24@gmail.com	9021628573	MIT WPU	4.71 LPA- Pending for HR Assessment
64	Niraj Rasal	nirajrasal17@gmail.com	7558579974	MIT WPU	4.71 LPA- Pending for HR Assessment
65	Umesh Thakre	umeshthakrexyz@gmail.com	8329328122	MIT WPU	4.71 LPA- Pending for HR Assessment
66	Vaishnavi Pulate	pulatevaishnavi301@gmail.com	9834566661	MIT WPU	4.71 LPA- Final Select
67	Tejas Mandre	tmandre3@gmail.com	09021343679	MIT WPU	4.71 LPA- Pending for HR Assessment
68	Samruddhi Agrawal	samrudhiagrwal09@gmail.com	7030420820	MIT WPU	4.71 LPA- Final Select

Thanks,
Siddharth

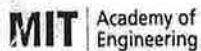
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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:31 PM
Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Siddharth Pendse <siddharth_pendse@persistent.com>
Date: Mon, Sep 6, 2021 at 2:52 PM
Subject: Persistent Results as on 6 Sep >> MIT WPU
To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
Cc: Campus <campus@persistent.com>

Hello Sir,

PFB the consolidated results till 23th of Aug. HR assessment will be scheduled at earliest. We will share the results of HR pending candidates result post their HR assessments.

Sr No	Full Name	email id	mobileNumber	PSL College	Package offered
1	Vaishnavi Soundane	vaishnavisoundane@gmail.com	8329482590	MIT WPU	4.71 LPA- Pending for HR Assessment
2	Riya Goyal	riyag6578@gmail.com	6377944133	MIT	4.71 LPA- Final Select
3	Aayush Kumaria	aayush.kumaria@gmail.com	9970288222	MIT	4.71 LPA- Final Select
4	Aman Patel	amanpatel3092@gmail.com	9834258523	MIT	4.71 LPA- Final Select
5	ABHISHEK SHARMA	skbr951753@gmail.com	9325593479	MIT	4.71 LPA- Final Select
6	Armaan Khan	ak705945@gmail.com	8668294284	MIT	4.71 LPA- Final Select
7	Aditya Dhenge	adityadhenge2000@gmail.com	9423404036	MIT	4.71 LPA- Final Select
8	Naitik Shah	shahnaitik425@gmail.com	9833878611	MIT	4.71 LPA- Final Select
9	Ankit Kumar	kumarankit3789@gmail.com	8999428163	MIT	4.71 LPA- Final Select
10	Mansi Manjrekar	mansi.manjrekar190@gmail.com	9764226874	MIT	4.71 LPA- Final Select
11	aman ranjan	amanranjan43@gmail.com	8539835845	MIT	4.71 LPA- Final Select
12	Shweta Pardeshi	shwetta.pardeshi@gmail.com	9921132402	MIT	4.71 LPA- Final Select
13	Chirantan Joshi	jchirantan2001@gmail.com	9881515766	MIT	7.5 LPA Drona Pending
14	Prathmesh patil	patil7389797300@gmail.com	7389797300	MIT	4.71 LPA- Final Select
15	Rohit Patil	r.patil76549@gmail.com	9168349901	MIT	4.71 LPA- Final Select
16	Ritesh Rathod	rrnathod16@gmail.com	7083421370	MIT WPU	4.71 LPA- Final Select
17	Aditya Mallik	adi.addy12@gmail.com	9460328648	MIT WPU	4.71 LPA- Final Select
18	Parth Yerane	parthyerane2001@gmail.com	8605426290	MIT WPU	4.71 LPA- Final Select

19	Abhilash Kumar	abhilashkumar1401@gmail.com	6205034497	MIT WPU	4.71 LPA- Final Select
20	Amit Nawale	amitnawale56@gmail.com	8956580818	MIT WPU	4.71 LPA- Final Select
21	Ashpak Patel	patelashpaklumia535@gmail.com	7743985231	MIT WPU	4.71 LPA- Final Select
22	Sagar Patil	sagarkpatil99@gmail.com	9158341555	MIT WPU	4.71 LPA- Final Select
23	Shreedhara Wankhede	shreedharawankhede19@gmail.com	7620807398	MIT WPU	4.71 LPA- Final Select
24	Satish Kanhale	satishkanhale101@gmail.com	7517534427	MIT WPU	4.71 LPA- Final Select
25	Mansi pisal	pisalmansi1305@gmail.com	8369662724	MIT WPU	4.71 LPA- Pending for HR Assessment
26	Suraj Bhairat	surajbhairat@gmail.com	7057523277	MIT WPU	4.71 LPA- Final Select
27	Abhishek Dhakne	abhidhakne@gmail.com	9822629674	MIT WPU	4.71 LPA- Final Select
28	Ashish Sharma	ashish01web@gmail.com	9027290058	MIT WPU	4.71 LPA- Final Select
29	Ashutosh Kumar	ashutoshgupta859@gmail.com	7903489291	MIT WPU	4.71 LPA- Final Select
30	Darshan Mantri	darshanmantri01@gmail.com	9824204011	MIT WPU	4.71 LPA- Final Select
31	Gaurav Kalje	gauravkalje8@gmail.com	7448097278	MIT WPU	4.71 LPA- Final Select
32	Gouri Ajmire	ajmiregouri@gmail.com	9370557259	MIT WPU	4.71 LPA- Final Select
33	Harshal Bharre	harshalhero100@gmail.com	9767110117	MIT WPU	4.71 LPA- Final Select
34	Hritik Munde	hritik16munde@gmail.com	9373328285	MIT WPU	4.71 LPA- Final Select
35	Akshay Mastud	akshaymastud2@gmail.com	7057643469	MIT WPU	4.71 LPA- Pending for HR Assessment
36	mrnali ambhore	mrnaliambhore1999@gmail.com	7058061508	MIT WPU	4.71 LPA- Pending for HR Assessment
37	Niharika Sargam	niharikasargam30@gmail.com	7020404379	MIT WPU	4.71 LPA- Final Select
38	Pratik Pawar	pawarpratik5436@gmail.com	8380807564	MIT WPU	4.71 LPA- Pending for HR Assessment
39	Pratiksha Sabale	pratikshasabale1194@gmail.com	9130901194	MIT WPU	4.71 LPA- Final Select
40	Premchand Ingale	premchandingi@gmail.com	9763450835	MIT WPU	4.71 LPA- Final Select
41	Jatan Patel	jatanpatel2912@gmail.com	8975722408	MIT WPU	4.71 LPA- Pending for HR Assessment
42	Rohit Shevate	rohitshevate7@gmail.com	7083708872	MIT WPU	4.71 LPA- Final Select
43	RUSHIKESH BAGAL	rushikeshbagal121@gmail.com	8482998679	MIT WPU	4.71 LPA- Final Select
44	Sakshi Gaikwad	sakshigaikwa999@gmail.com	7219333841	MIT WPU	4.71 LPA- Final Select
45	Sanskrit Atkari	123sansk@gmail.com	7038288840	MIT WPU	4.71 LPA- Final Select
46	Ritik Patil	ritik.b.patil@gmail.com	7620024283	MIT WPU	4.71 LPA- Final Select
47	Netra Madle	netramadle@gmail.com	8329644479	MIT WPU	4.71 LPA- Final Select
48	Chirag Mabwani	chiragambwani259@gmail.com	6263193707	MIT WPU	4.71 LPA- Final Select
49	Vedashri Debray	vedashri.debray@gmail.com	8805665026	MIT WPU	4.71 LPA- Final Select
50	ANISHA MAHADIK	animahadik03@gmail.com	9821817942	MIT WPU	4.71 LPA- Final Select

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter
Version: 1.0
Contact: HR Team

Effective Date: 09/01/2021
Email: galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential
Ref:
Dated: 9th September, 2021

Mr. Tejas Ramvijay Madhapure A
Amravati, Maharashtra, India - 412105

Dear Tejas Ramvijay Madhapure,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd. as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 1st August 2022; within the second week of June 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore - 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 1st August 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Work

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Offer Letter- Fresher

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc.** (GalaxE), is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpiX (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.

The objectives of this initiative are

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Unit No. A, 1st Floor, Voyager Block, International Technology Park Ltd.(ITPL) Whitefield Road, Bangalore - 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4113 8509, www.galaxe.com



- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Offer Letter- Fresher

Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL, Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written

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Unit No. A, 1st Floor, Voyager Block, International Technology Park Ltd.(ITPL) Whitefield Road, Bangalore - 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxy.com



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this,

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: Tejas Ramvijay Madhapure Designation: Associate Developer		Date of Joining: 1 st August, 2022 Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
Your indicative annual CTC for year 3 can be up to Rs.11 LPA *

* *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Offer Letter- Fresher

Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Offer Letter- Fresher



For GalaxE Solutions India Pvt. Ltd.

Sangeeta

Sangeeta Bharat
Associate VP - Recruitment

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ESTC Branch
2022 Batch

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter
Version: 1.0
Contact: HR Team

Effective Date: 09/01/2021
Email: galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 9th September, 2021

Ms. Kalyani Dhananjay More 
Pune, Maharashtra, India - 412105

Dear Kalyani Dhananjay More,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 1st August 2022; within the second week of June 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore - 560066, INDIA.

Compensation and Benefits

- Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 1st August 2022.
- GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Work

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Offer Letter- Fresher

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.

The objectives of this initiative are

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- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____

Offer Letter- Fresher



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

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Please submit one set photocopy of all the documents mentioned below:

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- Two recent passport size photographs
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- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Manatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

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ESTC Branch

2022 Batch

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Contact: HR Team

Effective Date: 09/01/2021

Email: galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 9th September, 2021

Mr. Pritamkumar Dashrath Deshmane
MURUD, MAHARASATRA, India - 413510

Dear Pritamkumar Dashrath Deshmane,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE Solutions India Pvt. Ltd. as Associate Developer. This is the beginning of a long and rewarding career with GalaxE Solutions.

Your joining date is tentatively 1st August 2022; within the second week of June 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

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Offer Letter- Fresher



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Offer Letter- Fresher

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Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name _____

Signature _____

Date _____



ANNEXURE 1

Compensation Details:

Name: Pritamkumar Dashrath Deshmane Designation: Associate Developer		Date of Joining: 1 st August, 2022 Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*✓
Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
* Based on performance

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Offer Letter- Fresher

Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

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Offer Letter- Fresher



For GalaxE Solutions India Pvt. Ltd.

Sangeeta

Sangeeta Bharat
Associate VP - Recruitment

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ESTC Branch
2022 Batch

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 09/01/2021

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 9th September, 2021

→ **Mr. Suryawanshi Pratham Dattatray**
Ambad A.S, Maharashtra, India – 422010

Dear Suryawanshi Pratham Dattatray,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 1st August 2022; within the second week of June 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 1st August 2022.
- GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Work



Offer Letter- Fresher

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc.** (**GalaxE**), is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.

The objectives of this initiative are

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- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Offer Letter- Fresher

Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL, Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



Offer Letter- Fresher

the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written

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authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Offer Letter- Fresher

Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

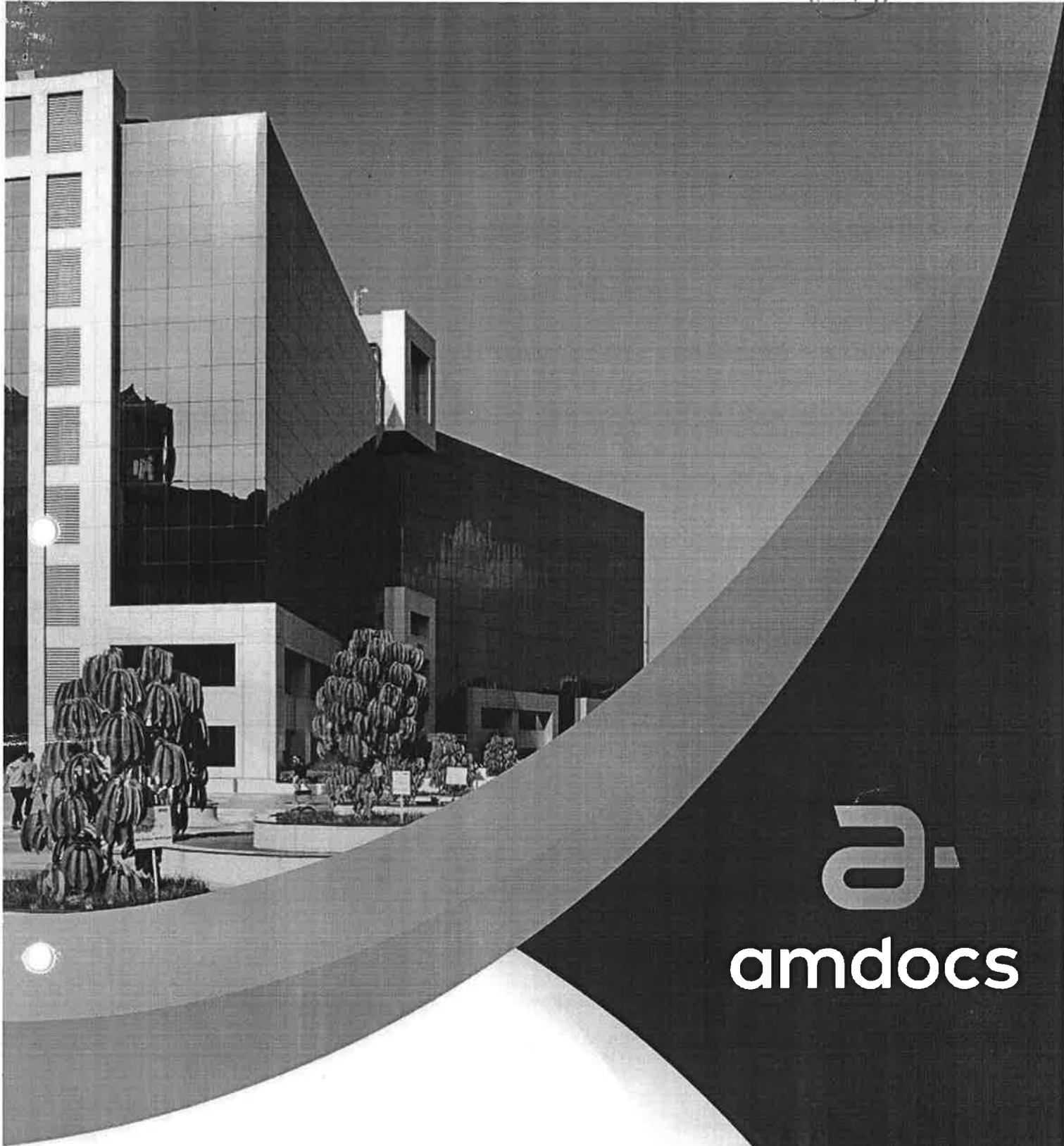
DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



amdocs

EMPLOYMENT AGREEMENT



Dear **Abhinay**,

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: December 13, 2021
Mr. Abhinay Balu Dhakne



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-2022**("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Abhinay Balu Dhakne**, 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

Mr. Abhinay Balu Dhakne

Signer: SHYAMA KANTA MISHRA

Date: Tuesday, December 28, 2021 2:00 PM

Talent Acquisition Manager

Signature

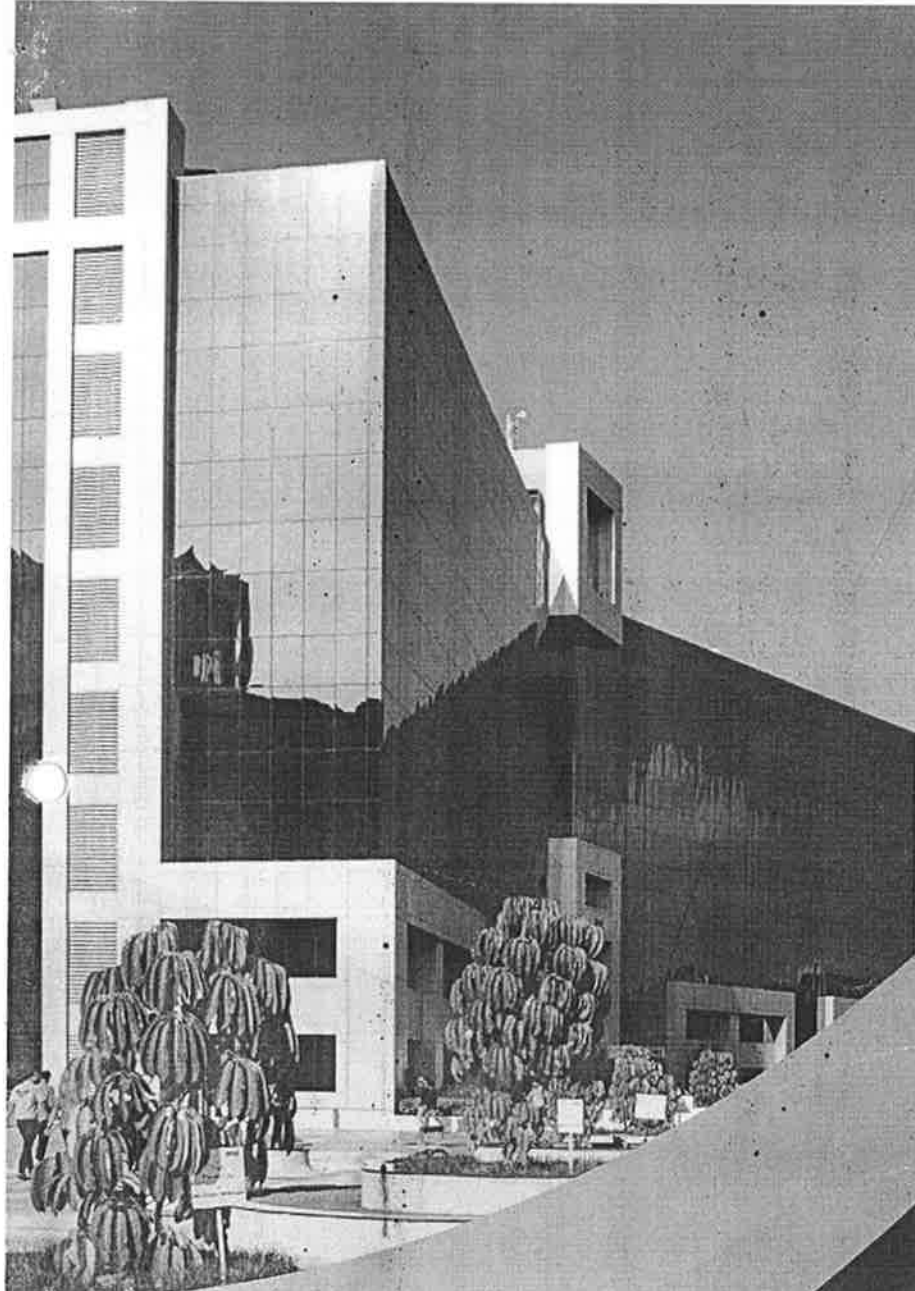
**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



E-8TC Branch
2022 Batch



United States Department of Justice
Office of Inspector General
400 ...



a.
amdocs

EMPLOYMENT AGREEMENT



Dear **Aishwarya**,

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: December 13, 2021
Ms. Aishwarya Sunil Sarkate



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-2022** ("Start Date").

1. Employment Terms: Compensation: Benefits

(a) Position 	Software Engineering Associate
(b) Location 	<p>Amdocs offices in Pune, India.</p> <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	<p>INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components:</p> <ol style="list-style-type: none"> Basic salary - INR 240000.00 House Rent Allowance - INR 240000.00 Provident Fund (employer contribution) - INR 28800.00 Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g) Annual Vacation 	<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>
(h) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(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.

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/or 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: Monday, December 20, 2021 11:16 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Aishwarya Sunil Sarkate**, 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: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Ms. Aishwarya Sunil Sarkate

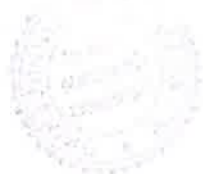
Signature

**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**

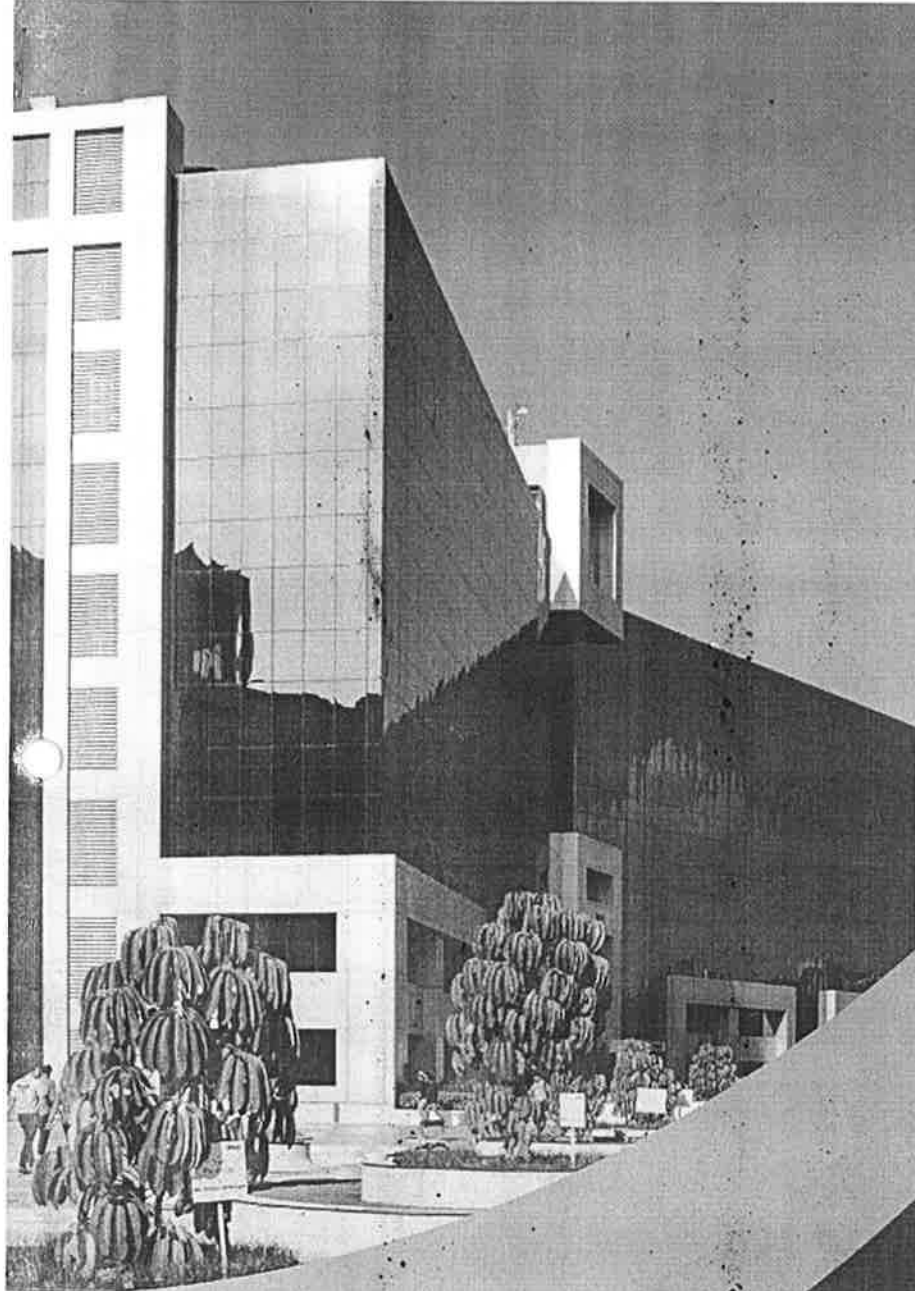


E-8TC Branch

2022 Batch



RECEIVED
E-8TC BRANCH
JAN 12 2022



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amdocs

EMPLOYMENT AGREEMENT










Date: December 13, 2021
Ms. Gargi Baban Meshram

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 2022** ("Start Date").

1. Employment Terms, Compensation, Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	<p>Amdocs offices in Pune, India.</p> <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	<p>INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components:</p> <ol style="list-style-type: none"> Basic salary - INR 240000.00 House Rent Allowance - INR 240000.00 Provident Fund (employer contribution) - INR 28800.00 Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	<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>
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



- (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/or its customer relationships. If you leave early without seeking such approval, or despite the fact that an approval was not granted, you shall reimburse to Amdocs an amount equivalent to your salary for the unexpired portion of the notice period, and by signing herein you irrevocably authorize Amdocs to offset or deduct such amount against any amounts owed to you by Amdocs.
- (d) Amdocs reserves the right to, (i) terminate your employment by paying you the equivalent of all or part of the prior notice period in lieu thereof; or (ii) instruct you not to attend work during the prior notice period or any part thereof.
- (e) Notwithstanding the above, Amdocs may terminate your employment with immediate effect, without notice or salary in lieu thereof, for any misconduct in your part, including but not limited to the following:
- Disloyalty, dishonesty, misrepresentation or breach of integrity;
 - Embezzlement, misappropriation, misuse or causing damage to Amdocs property;
 - Indiscipline, disobedience, irregular attendance, absconding;
 - Negligence of duty;
 - Breach of confidentiality;
 - Conviction of criminal offence;
 - 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



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time, this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with **Floria Joseph**.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,
E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Gargi Baban Meshram**, 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





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.



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

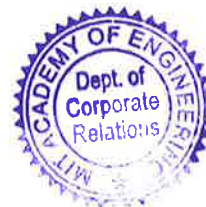
Ms. Gargi Baban Meshram

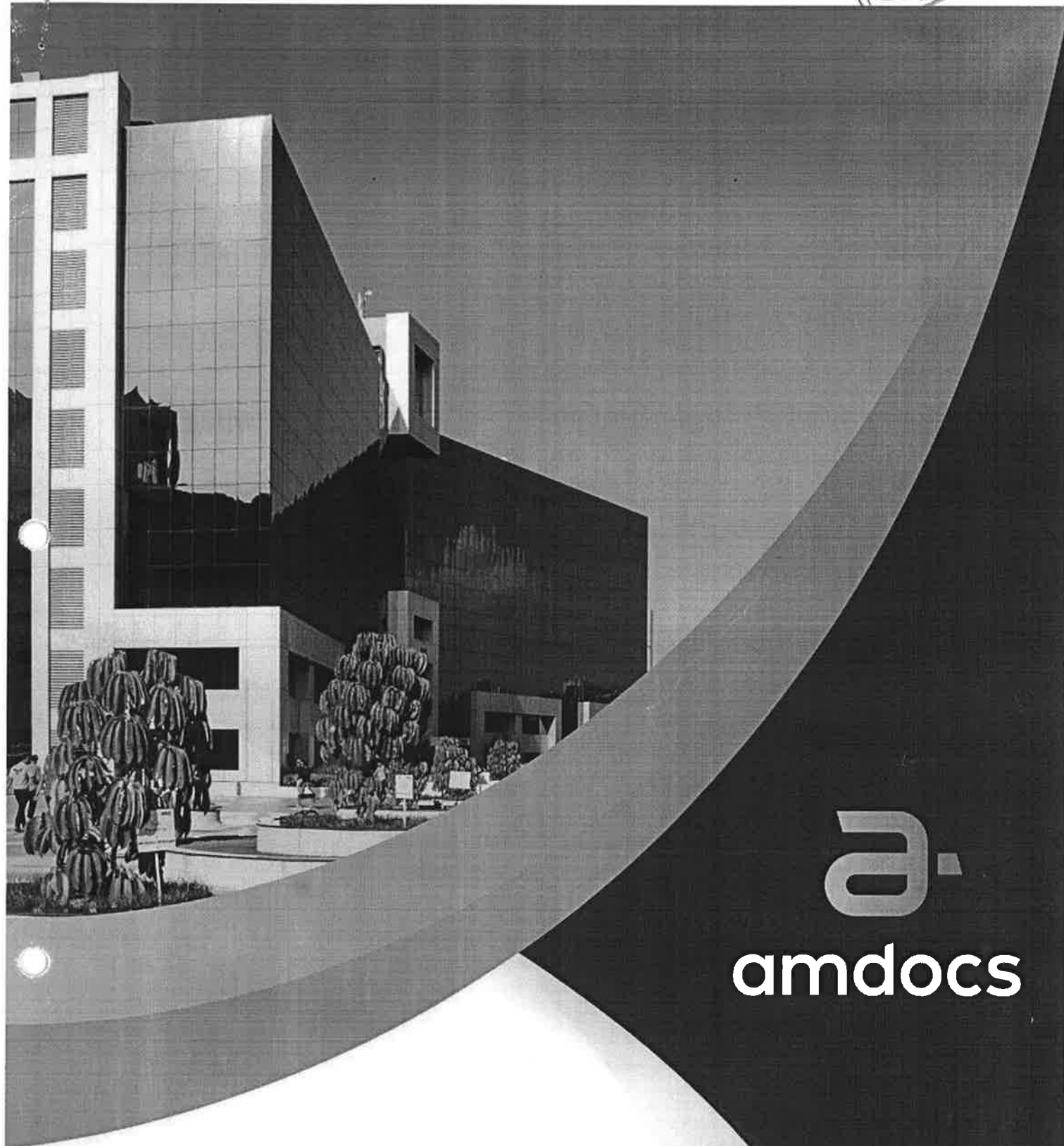
Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.





amdocs

EMPLOYMENT AGREEMENT



Dear **Gaurav**,

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: December 13, 2021
Mr. Gaurav Jaywant 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-2022**("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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/or 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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Gaurav Jaywant 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

Mr. Gaurav Jaywant Patil

Signer: SHYAMA KANTA MISHRA
Date: Tuesday, December 28, 2021 2:00 PM

Talent Acquisition Manager

Signature

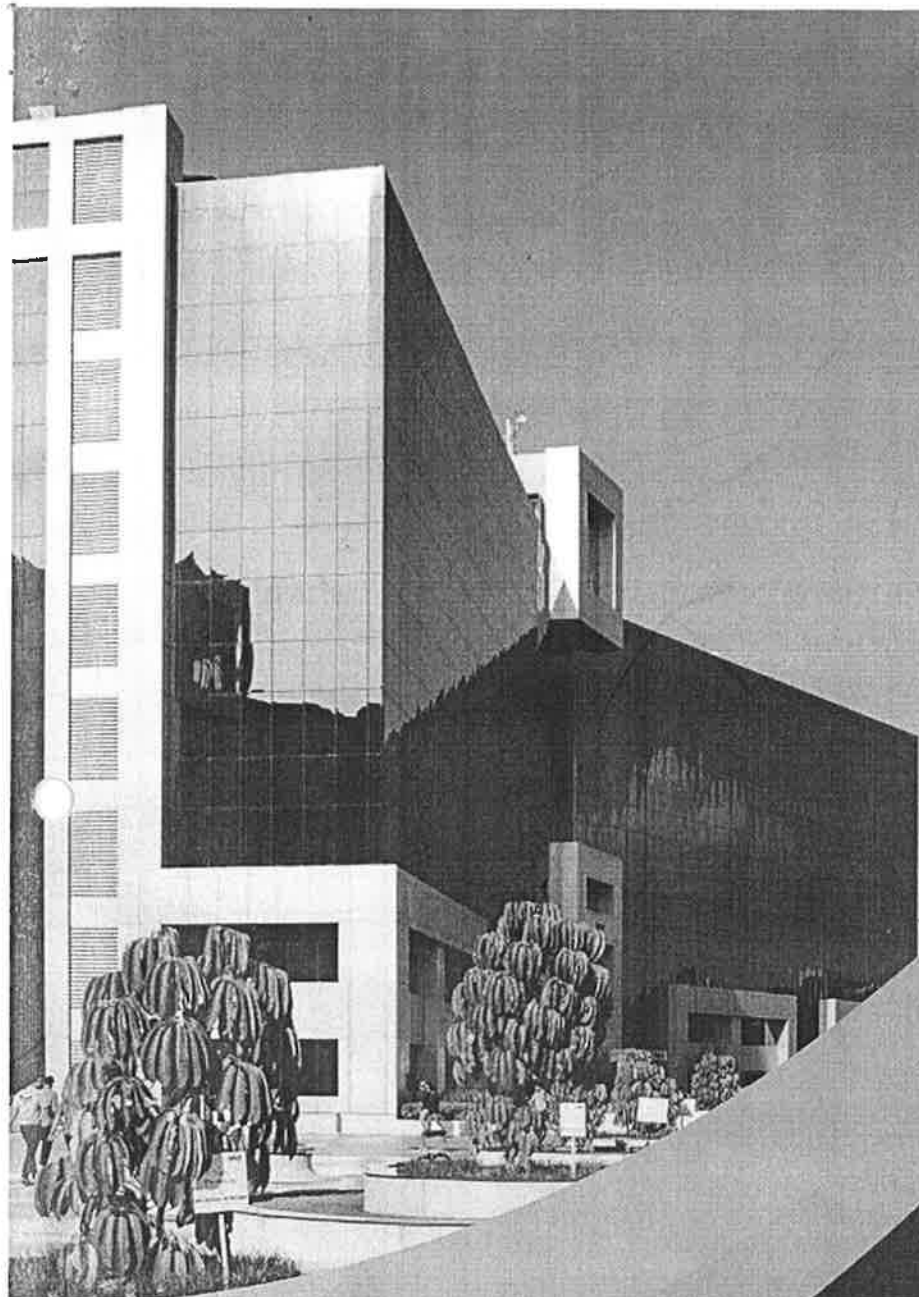
**Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.**



E-8TC Branch
2022 Batch



Head, Corporate Relations
All India Institute of
Medical Sciences



a.
amdocs

EMPLOYMENT
AGREEMENT



Dear **Shraddha**,

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: December 13, 2021
Ms. Shraddha Niteen Gupte



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-2022** ("Start Date").

1. Employment Terms: Compensation: Benefits

(a) Position 	Software Engineering Associate
(b) Location 	<p>Amdocs offices in Pune, India.</p> <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c) Annual Total Remuneration (on a Cost to Company basis) gross 	<p>INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components:</p> <ol style="list-style-type: none"> Basic salary - INR 240000.00 House Rent Allowance - INR 240000.00 Provident Fund (employer contribution) - INR 28800.00 Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d) Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e) Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f) Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g) Annual Vacation 	<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>
(h) Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i) Maternity Benefits 	Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
(ii) 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.

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: Monday, December 20, 2021 11:17 AM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Shraddha Niteen Gupte**, 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 understanding 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. Shraddha Niteen Gupte

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, December 20, 2021 2:38 PM

Talent Acquisition Manager

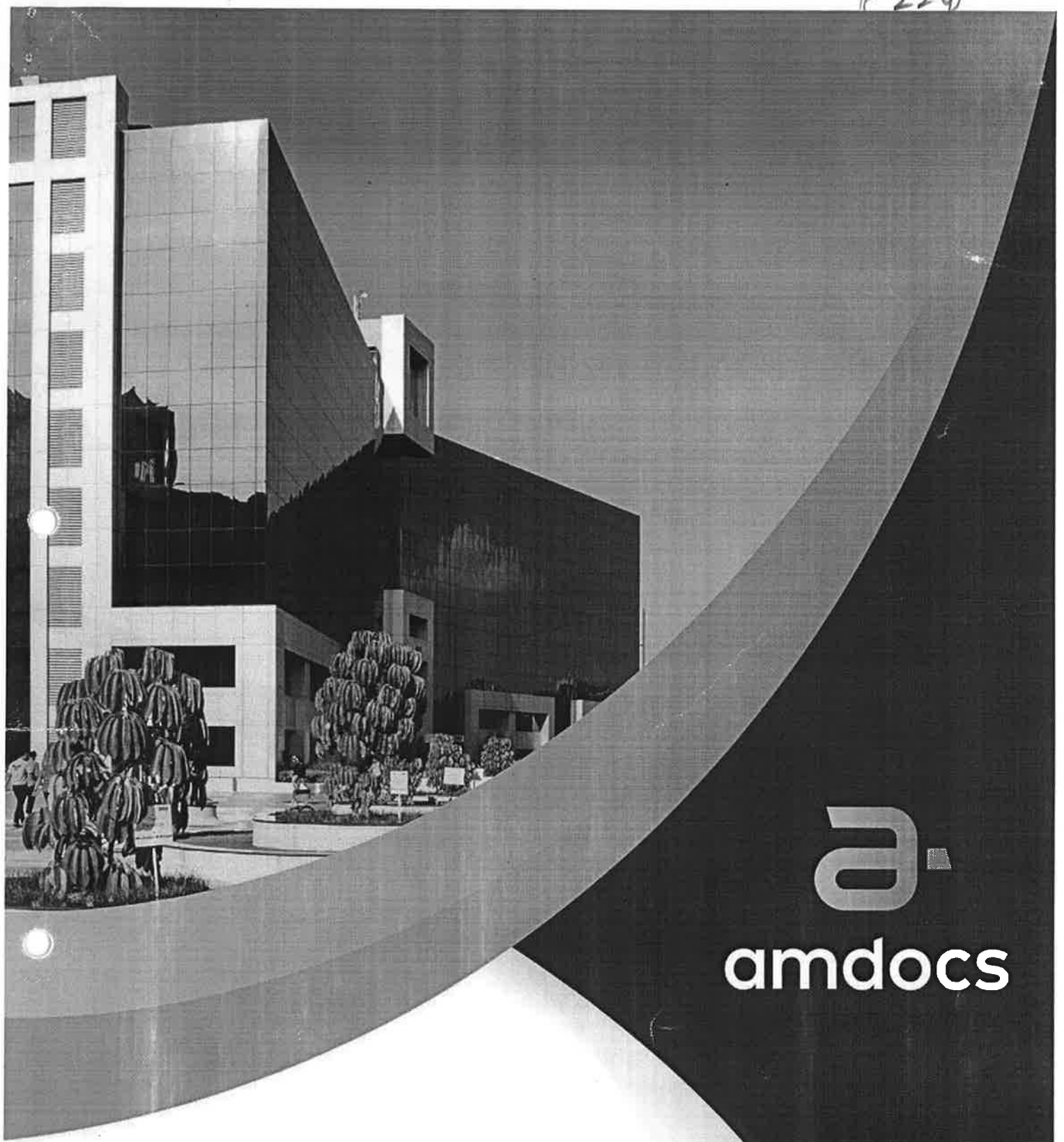
Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



E-STC Branch
2022 Batch





amdocs

EMPLOYMENT AGREEMENT



Dear **Vivek**,

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: December 13, 2021
Mr. Vivek Budharam Yele



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-2022**("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	Position 	Software Engineering Associate
(b)	Location 	Amdocs offices in Pune , India. <ul style="list-style-type: none"> Domestic and international travel may be required, in accordance with Amdocs' business needs. Work location may be changed to facilitate Amdocs' business needs.
(c)	Annual Total Remuneration (on a Cost to Company basis) gross 	INR 600,000.00 (Six Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 240000.00 2. House Rent Allowance - INR 240000.00 3. Provident Fund (employer contribution) - INR 28800.00 4. Leave Travel Allowance - INR 91200.00 <ul style="list-style-type: none"> Payable on a monthly basis, in accordance with Amdocs' payroll practices. Annual discretionary salary review, as of July 2023 and each year thereafter.
(d)	Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	Annual Bonus 	<ul style="list-style-type: none"> Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	Annual Vacation 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	Annual Sick Leave 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



(i)	Maternity Benefits 	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.

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: Tuesday, December 28, 2021 1:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 12/13/2021

I, the undersigned, **Vivek Budharam Yele**, 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. Vivek Budharam Yele

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Tuesday, December 28, 2021 2:00 PM

Talent Acquisition Manager

Signature

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



ESTC Branch
2022 Batch



தமிழ்நாடு சாହିத்ய அகாடமி
தமிழ்நாடு சாହିத்ய அகாடமி
தமிழ்நாடு சாହିத்ய அகாடமி

Fwd: Evosys - Campus selections - 2022 | MIT (All locations Pan India)

1 message

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

Sat, Mar 26, 2022 at 10:11 AM

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

From: Bharatkumar Dhaneshwari <bharatd@evosysglobal.com>

Date: Mon, Sep 13, 2021 at 10:50 PM

Subject: Re: Evosys - Campus Placement - 2022 | MIT (All locations Pan India)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, rohit.lalwani@avantika.edu.in <rohit.lalwani@avantika.edu.in>, vitthal.jagtap@mitcorer.edu.in <vitthal.jagtap@mitcorer.edu.in>, jdparkar@mitaoe.ac.in <jdparkar@mitaoe.ac.in>, mayuresh.cholkar@mituniversity.edu.in <mayuresh.cholkar@mituniversity.edu.in>, saurabh.joshi@avantika.edu.in <saurabh.joshi@avantika.edu.in>, Deepti Arora <deeptia@evosysglobal.com>

Dear Hemant,

Congratulations

We really appreciate for leading students to participate in Online Campus Placement Drive.

Kindly find the below mentioned list of selected students:

Sr.No.	Candidate Name	Employment Type	Team	Role	Offered CTC (INR)
1	Trilok Sharma	Internship + Full-Time Permanent	Tech ERP	Technical Consulting	4.2 LPA
2	Vaishnavi Shinde	Internship + Full-Time Permanent	Innovation	Technical Consulting	4.2 LPA
3	Ganesh Kajlas Pakhale	Internship + Full-Time Permanent	AD	Technical Consulting	4.2 LPA
4	Makasare Gaurav	Internship + Full-Time Permanent	AD	Technical Consulting	4.2 LPA
5	Muskan Gupta	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
6	Sonal Kashyap	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
7	Phalgun Kumar Sarma Tatiparti	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
8	Yash Surendra Chaukse	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
9	Praveen Kumar Gupta	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
10	Ruchika Dnyaneshwar Lande	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
11	Arnav Anand	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
12	Gayatri Dhananjay Wadyalkar	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
13	Ruchi Rajesh Mutha	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
14	Prathamesh Chandrakant Gotad	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
15	Nikhil Gangathade	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
16	Viraj Gajanan Dahotre	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
17	Shrija Rajesh Tiwari	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA

Note: There are few students whose confirmation is pending with you. And, once received then they will be added in the list of Selected students.

Looking forward to see your students growing with 'Evosys' in the near future.

Thanks much !

Regards,



Bharat Dhaneshwari
Assistant Manager - HR



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Fwd: Evosys - Campus selections - 2022 | MIT (All locations Pan India)

1 message

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

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To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <Hemant.mali@mitwpu.edu.in>, rohit.lalwani@avantika.edu.in <rohit.lalwani@avantika.edu.in>, vitthal.jagtap@mitcorer.edu.in <vitthal.jagtap@mitcorer.edu.in>, jdparkar@mitaoe.ac.in <jdparkar@mitaoe.ac.in>, mayuresh.cholkar@mituniversity.edu.in <mayuresh.cholkar@mituniversity.edu.in>, saurabh.joshi@avantika.edu.in <saurabh.joshi@avantika.edu.in>, Deepti Arora <deeptia@evosysglobal.com>

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Note: There are few students whose confirmation is pending with you. And, once received then they will be added in the list of Selected students.

Looking forward to see your students growing with 'Evosys' in the near future.

Thanks much !

Regards,

Evosys
A Massel's Company

Bharat Dhaneshwari

Assistant Manager - HR



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228

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: 19 November 2021

To,
Gopal Chavan

EMPLOYMENT OFFER LETTER

Dear Gopal,

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 given below. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates. Kindly note that the CTC that we are offering is **5,00,012 per annum**. Please refer to annexure for details.

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

You will be on probation for a period of twelve months from the date of joining and on satisfactory completion of your probation period, your services will be confirmed. However, the management reserves the right to extend your probation period. During probation, it is at the discretion of the management to terminate your services by giving one month notice or basic salary in lieu thereof. In the event you desire to leave the services of the company, you shall give the company one-month prior notice in writing, failing which you shall be liable for the payment in lieu of notice / short notice, prior to the date of relieving from the company.

Please sign this letter as a token of your acceptance & email it to us.

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

Congratulations once again!

Yours faithfully,

Kavita Kulkarni
Chief Human Resource Officer, Varroc

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



Annexure For CTC Details

A) Monthly Emoluments	Per Month (Rs.)	Per Annum (Rs.)
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
Sub Total A	36,611	4,39,334
B) Bonus	2,405	28,860
C) Retirals	Per Month (Rs.)	Per Annum (Rs.)
Provident Fund	1,800	21,600
Gratuity (As per Act)	701	8,418
Sub Total C	2,501	30,018
D) Others	Per Month (Rs.)	Per Annum (Rs.)
Uniform Cost (Rs. 150 per month)	150	1,800
Total (A+B+C+D) i.e., Annual CTC	41,668	5,00,012

Varroc Engineering Limited

Regd. & Corp. Office

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Maharashtra, India

Tel + 91 240 6653700
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 as Per Gratuity Act, 1972.
3. The Medclaim is 1 lakh & covered only self
4. In case of Relocation, you would be provided accommodation at Company Guest house/Hotel as per Company Accommodation Policy for 7 Days

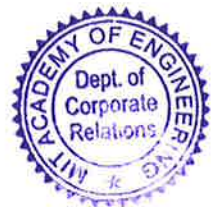
To complete the joining formalities, request you get photocopies of the following documents -

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

(Please bring all the original documents for verification purpose)

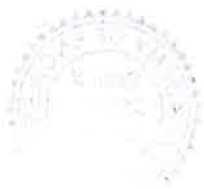
For Varroc Engineering Ltd.,

Kavita Kulkarni
Chief Human Resource Officer, Varroc



Gopal Chavan

ESTC - Branch
2022 Batch



Fwd: NICE/Test Selects

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:06 PM

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

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

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

Date: Fri, Dec 24, 2021 at 3:08 PM

Subject: Fwd: NICE/Test Selects

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Monica Tiwari** <Monica.Tiwari@nice.com>

Date: Fri, Oct 1, 2021 at 10:06 AM

Subject: RE: NICE/Test Selects

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi Mr.Hemant

Please find below the selected students-

Umang Sakuja
SHARAAN THAYANITHI
PAYAL SHAILENDRA PATIL
CHANTHU S PILLAI
SRUSHTI MARUTI NAIKARE ✓
Utkarsh Agarwal
RAVIRAJ NARAYAN ZAGADE ✓
KAJAL SINGH ✓
Snehalraj Chug

EFTC
2022

Fwd: NICE/Test Selects

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:06 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 3:08 PM
Subject: Fwd: NICE/Test Selects
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Monica Tiwari** <Monica.Tiwari@nice.com>
Date: Fri, Oct 1, 2021 at 10:06 AM
Subject: RE: NICE/Test Selects
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi Mr.Hemant

Please find below the selected students-

Umang Sakuja
SHARAAN THAYANITHI
PAYAL SHAILENDRA PATIL
CHANTHU S PILLAI
<u>SRUSHTI MARUTI NAIKARE</u> ✓
Utkarsh Agarwal
RAVIRAJ NARAYAN ZAGADE ✓
<u>KAJAL SINGH</u> ✓
Snehalraj Chug

Vaishnavi Nilawar ✓
Sakshi Kulkarni
Rahul Kumar
MITESH NAVNIT DOSHI
BHASKAR SUJEETKUMAR JHA
JASHLEEN SINGH

MONICA TIWARI

**Specialist Recruiter
NICE**

monica.tiwari@nice.com
www.nice.com



NICE

Creating perfect experiences! »



Fwd: [WARNING: MESSAGE ENCRYPTED]RE: TCS Ninja Hiring || Important Documents

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:10 PM

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

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

Date: Fri, Dec 24, 2021 at 11:44 AM

Subject: Fwd: [WARNING: MESSAGE ENCRYPTED]RE: TCS Ninja Hiring || Important Documents

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Aishwarya Gupta** <aishwarya.g5@tcs.com>

Date: Thu, Nov 18, 2021 at 3:17 PM

Subject: RE: [WARNING: MESSAGE ENCRYPTED]RE: TCS Ninja Hiring || Important Documents

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Lata Karki <lata.karki@tcs.com>, Pradnyesh Sadavarte <pradnyesh.sadavarte@tcs.com>, Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>

Dear Sir,

Sharing few more additions.Thanks

Best Regards,
Aishwarya GuptaRecruiter – Talent Acquisition
TCS Maharashtra, Chhattisgarh, South MP
Talent Acquisition Group

Tata Consultancy Services

Rajiv Gandhi Infotech Park
Hinjewadi Phase III,
Pune - 411057

India

Mobile No : 9752255524**Mail To** : aishwarya.g5@tcs.com

On Tue, Nov 16, 2021 at 12:10 PM Aishwarya Gupta <aishwarya.g5@tcs.com> wrote:

Dear Sir,

Greetings From TCS !!

It gives us immense pleasure to share the list of students who have successfully cleared the TCS Ninja interview and have received the offer letter from our side. Thanks

Note : There might be very few additions in this week.

Best Regards,
Aishwarya Gupta

Recruiter – Talent Acquisition
TCS Maharashtra, Chhattisgarh, South MP
Talent Acquisition Group

Tata Consultancy Services

Rajiv Gandhi Infotech Park
Hinjewadi Phase III,
Pune - 411057

India

Mobile No : 9752255524

Mail To : aishwarya.g5@tcs.com



 **NQT Results.xlsx**
16K



Reference ID	NAME	EMAIL_ID	INSTTUE NAME
DT20218024580	HARSH KUMAR	harsh7631560@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218070433	VIJAY Shravan TALEKAR	vijaytalekar1000@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218153137	GAURAV Bhimraj BAGUL	gbbagul@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218252446	VIPUL Prakash MAHAJAN	mahajanvipul0002@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218263989	NAMRATA Vikas SURWASE	nvsurwase@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218313238	AKSHAY Dasharath YADAV	akshaytcs23617@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218368782	DEEPTI Subhash PATIL	deeptipatil@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218370511	MOHIT Jagrut ALONE	mjalone@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218402092	ROHAN Rajesh JAWALKAR	rijawalkar@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218403265	NAKUL AGGARWAL	nakulaggarwal504@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218429186	SUYASH Nandkishor SHINDE	sushinde@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
DT20218353096	SHANTANU PABITWAR	spabitwar@mitaoe.ac.in	MIT ACADEMY OF ENGINEERING
CT20192640070	TRUPTI Ramesh MORE	truptimore1498@gmail.com	MIT World Peace University
CT20213619208	ATHARVA Suhass AMRAPURKAR	heyatharva9@gmail.com	MIT World Peace University
CT20213710202	SIDDHESH Gulabrao BADGUJAR	siddheshbadgujar2050@gmail.com	MIT World Peace University
CT20213742929	NISHA KUMARI	nishakri8578@gmail.com	MIT World Peace University
CT20213762742	RACHIT Naresh POPAT	rachitpopat2@gmail.com	MIT World Peace University
DT20195537918	ASHUTOSH Girish MANOLI	ashu16manoli@gmail.com	MIT World Peace University
DT20207407954	SHWETA Rajesh CHOUDHARY	shwetac074@gmail.com	MIT World Peace University
DT20218232345	ARYAN Abhijit BOSE	bosearyan25@gmail.com	MIT World Peace University
DT20218287699	MONIKA Babasahab DONGARE	monikasumand@gmail.com	MIT World Peace University
DT20218370056	MANISH Bajrang JADHAV	manishjadhav700@gmail.com	MIT World Peace University
DT20218403306	SURYANSH KUMAR	suryanshkr890@gmail.com	MIT World Peace University
DT20218409452	MAYURI Vikram KALE	mayurikale63@gmail.com	MIT World Peace University
DT20218460864	RISHAB KOUL	rishabkoul20012@gmail.com	MIT World Peace University
DT20218184770	ANKITA Amar NALAVADE	3ap10799@gmail.com	MIT World Peace University
DT20218312776	HIMANSHU SRIVASTAVA	himanshusrivastav537@gmail.com	MIT ACADEMY OF ENGINEERING
DT20218477764	VAIBHAVI Chandrakant SHINDE	vaibhavicsinde15@gmail.com	Dr. Viswanath Karad MIT World Pe



233

**Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17
Number's**

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

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Date: Fri, Dec 24, 2021 at 2:56 PM
Subject: Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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Date: Wed, Oct 13, 2021 at 3:53 PM
Subject: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, engg.placements@mitwpu.edu.in
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4176237	Sharayu Vijay Guhe	sharayuguhe1929@gmail.com	8850327969	Female	7.71		Computer Science Engineering
4176281	Farheen Fahimoddin Sayyad	ffsayyad@mitaoe.ac.in	8459800481	Female	7.38		Electrical and Electronics Engineering
4176213	Pranav Mali	ppmali@mitaoe.ac.in	8308691773	Male	8.04		Electronics and Communication Engineering
4176309	Snehal Gaikwad	sdgaikwad@mitaoe.ac.in	9075360865	Female	7.3		Electronics and Communication Engineering
4176085	Vedant Dnyaneshwar Naik	vdnaik@mitaoe.ac.in	7218559447	Male	8.78		Electronics and Communication Engineering
4176099	Vyom Agarwal	vyomagarwal100@gmail.com	8115055551	Male	8.86		Electronics and Communication Engineering
4176235	Rutuja Patil	rutujapatil@mitaoe.ac.in	9359749416	Female	7.86		Electronics and Communication Engineering
4176077	Rushikesh Babasaheb Shelke	rsshelke@mitaoe.ac.in	9834523188	Male	8.33		Electronics and Communication Engineering
4176139	Samruddhi Ganesh Pattewar	sgpattewar@mitaoe.ac.in	9309750324	Female	8.72		Electronics and Communication Engineering
4176087	Akanksha	akankshapodutwar02@gmail.com	9130947456	Female	9.06		Electronics and Communication Engineering
4176113	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com	8956131254	Male	9.17		Electronics and Communication Engineering
4176147	Vijay Maruti Godase	vmgodase@mitaoe.ac.in	7057360404	Male	8.62		Information Science Engineering



Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

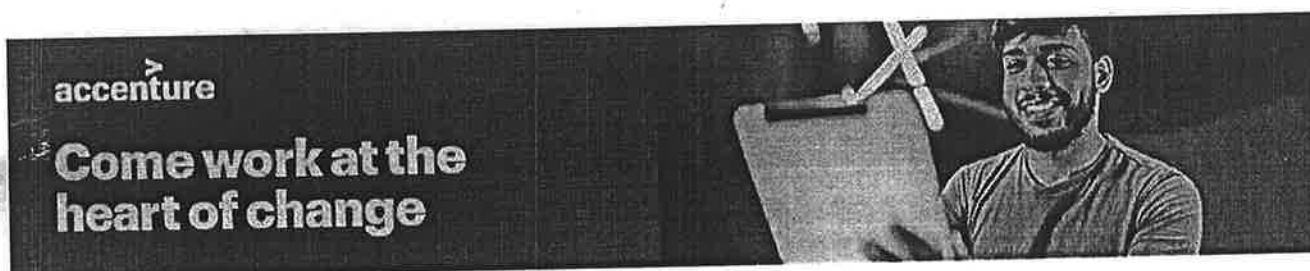
Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



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1903939	Tejaji Rajaram Shekar	Male	775906446	Computer Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	Advanced ASE
1903913	Shubham Navath Taware	Male	7753908032	Mechanical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	Advanced ASE
1903923	Suhil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	Advanced ASE
1902441	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Narayan Chitlal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Akansha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903183	Prihi Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1902519	Priyanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412884	Chemical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903237	Abir Ahmed Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Sweet Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshvardhan Sanjiv Vibhandik	Male	7840939177	Electrical & Electronics	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903333	Gaurav Randeem Sain	Male	9359517035	Electrical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903909	Sulay Dadabhai Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
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1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabhram Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903851	Samruddhi Ganesh Pattewar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiranman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1902139	Abhishek Ravindra Shelke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bongulwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of Engineering - Pune	ASE
1902337	Harshreen Sartaj	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

Date: Fri, Dec 24, 2021 at 2:21 PM

Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

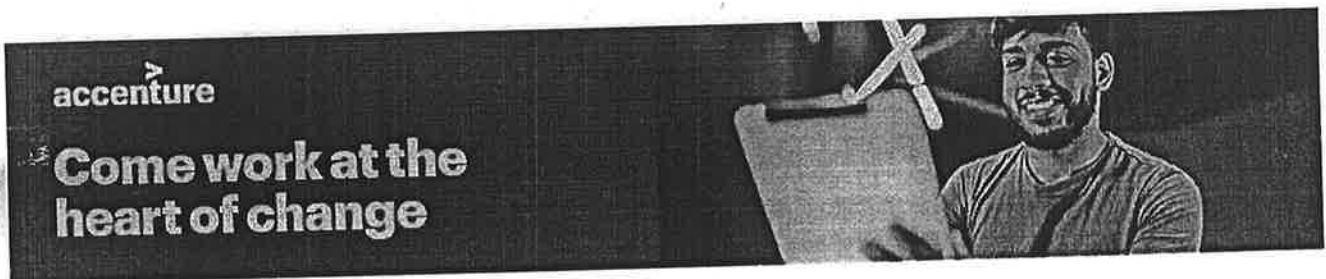
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Date: Wed, Oct 20, 2021 at 10:27 AM

Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



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1903939	Talja Rahimraam Shekar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Naynath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	935992380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mare	Male	8668988821	Computer Science and Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
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1902185	Akanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903193	Priti Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Prayanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Sharad Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
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1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

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Mon, Jan 17, 2022 at 3:08 PM

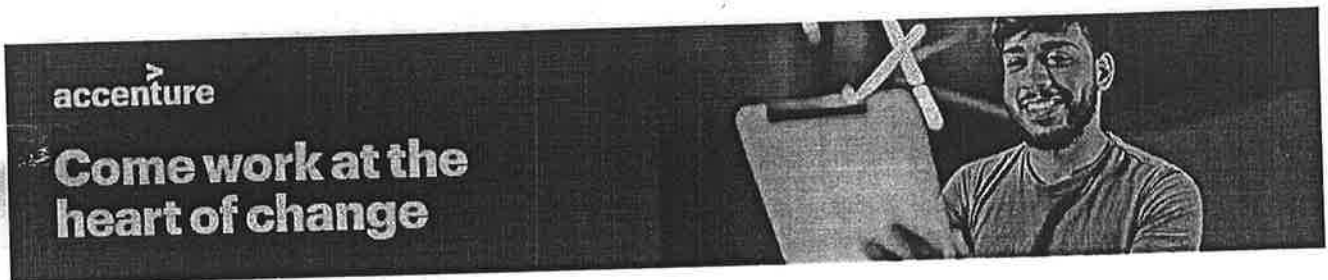
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To: Vikas Singh <vssingh@mitaoe.ac.in>

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Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
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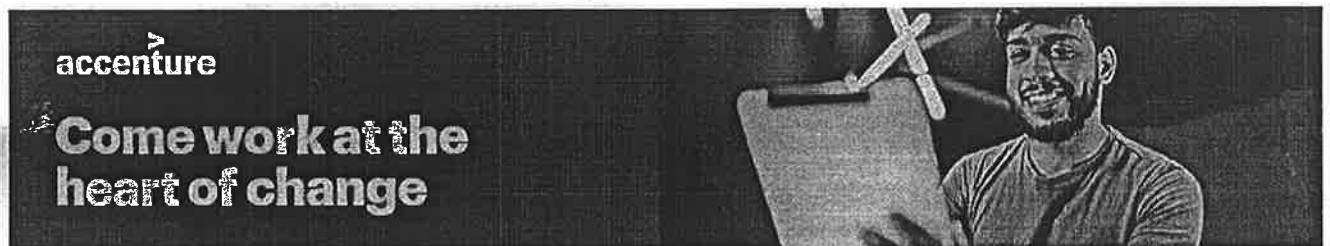
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From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Rahul Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tejas Rajaram Shekar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903928	Sunil Rohidas Kothval	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903541	Rishikesh Sudhakar Male	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903211	Akshay Narayan Chhillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903271	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902183	Akanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Prihi Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Priyanshu Dipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abrar Ahmed Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verna	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harsavardhan Sanjiv Vibhandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902333	Gaurav Ramdeen Sain	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903909	Sujay Dadabhau Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabhram Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Samruddhi Ganesh Pattewar	Female	9309750324	Electronics	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiraman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shekhe	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Galikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saibrasad Rajkumar Bongulwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harshreen Sarai	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE

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Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Mon, Jan 17, 2022 at 3:07 P

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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Date: Wed, Oct 13, 2021 at 12:40 PM
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To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

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Superset ID	Name	Email Id	College	Phone Number	Category of Hire
1101958	Ayush Rajesh Bhosle	bhosleayush@gmail.com	Maharashtra Institute of Tec	7020909364	Genc Elevate Select
1102919	Trupti Ramesh More	truptimore1498@gmail.com	Maharashtra Institute of Tec	7030866779	Genc Elevate Select
1103092	Satyata Dilesh Dhargawe	sddhargawe@mitaoe.ac.in	Maharashtra Institute of Tec	8329622983	Genc Elevate Select
1104650	Rahul Kumar	rk230299@gmail.com	Maharashtra Institute of Tec	8809150190	Genc Elevate Select
1110641	Maithily Vivek Marathe	maithilymarathe10a@gmail.com	Maharashtra Institute of Tec	9422811503	Genc Elevate Select
1112226	Shiv Niranjian Lochawala	shivlochowala9099@gmail.com	Maharashtra Institute of Tec	9099817715	Genc Elevate Select
1119593	Ruchi Ahuja	ruchiahuja12@gmail.com	Maharashtra Institute of Tec	9827354616	Genc Elevate Select
1124032	SHIVAM PRAKASH	soprakash@mitaoe.ac.in	Maharashtra Institute of Tec	7903547976	Genc Elevate Select
1139940	Priyanshu	sharmapriyanshu180697@gmail.com	Maharashtra Institute of Tec	8986170394	Genc Elevate Select
1373805	divyansh waghmare	dawaghmare@mitaoe.ac.in	Maharashtra Institute of Tec	9325901520	Genc Select
1379095	Akash kalyan jadhav	akashkj121@gmail.com	Maharashtra Institute of Tec	8286560684	Genc Select
1386621	Yash Surendra Chaukse	yash.chaukse@gmail.com	Maharashtra Institute of Tec	9130784089	Genc Select
1390912	kunal dnyaneshwar kadam	mrunalkadam23@gmail.com	Maharashtra Institute of Tec	7020207748	Genc Select
1430711	Nithin Joseph Thomas	nithinpeediakal@gmail.com	Maharashtra Institute of Tec	7034714680	Genc Select
1431435	Prajwal Virendrarao Chaudhari	prajwalchaudhari786@gmail.com	Maharashtra Institute of Tec	8767452415	Genc Select
1453279	Omkar Vishnu Sawant	omkarvsawant755@gmail.com	Maharashtra Institute of Tec	8329968866	Genc Select
1120403	Akhila Chandrashekhar Thota	akhilachota@gmail.com	Maharashtra Institute of Tec	9326130268	Genc Select
1122971	Shreya Chandeo Jawane	scjawane@mitaoe.ac.in	Maharashtra Institute of Tec	7620153423	Genc Select
1115809	Hrushikesh Vedhas Nemade	hrushikeshnemade2@gmail.com	Maharashtra Institute of Tec	9969456440	Genc Select
1427669	Omkar Shivaji Jagtap	omkar.s.jagtap123@gmail.com	Maharashtra Institute of Tec	7420832727	Genc Select
1462914	MANISHA BABAN PATOLE	mbpatole@mitaoe.ac.in	Maharashtra Institute of Tec	9527567205	Genc Select
1096032	Manish Mangesh Shingare	mmshingare@mitaoe.ac.in	Maharashtra Institute of Tec	7040589902	Genc Select
1097289	Anubhav Singh	anubhav02singh@gmail.com	Maharashtra Institute of Tec	8180835521	Genc Select
1097554	Yashashri Anurath Sanap	yashashrisanap0512@gmail.com	Maharashtra Institute of Tec	9922570000	Genc Select
1116486	vaishnavi hari salunke	vaishusalunke2000@gmail.com	Maharashtra Institute of Tec	9623594568	Genc Select
1119226	Ankit Jagdish Tajane	ankittajane3@gmail.com	Maharashtra Institute of Tec	8446442444	Genc Select
1123336	Aditi Umesh Kamalapurkar	adituk24@gmail.com	Maharashtra Institute of Tec	7722072567	Genc Select
1126894	rahul kumar	rahulkumar@mitaoe.ac.in	Maharashtra Institute of Tec	8529419240	Genc Select
1127890	TAZAEEN ILVAS SHAIKH	tazeen.shaiKh@gmail.com	Maharashtra Institute of Tec	9545360206	Genc Select
1127902	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	Maharashtra Institute of Tec	9359595827	Genc Select
1140450	Shashank Bhushan	sbhushan@mitaoe.ac.in	Maharashtra Institute of Tec	8999585488	Genc Select
1151731	Shruti Kishor Fulsunder	skfulsunder@mitaoe.ac.in	Maharashtra Institute of Tec	8999890179	Genc Select

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

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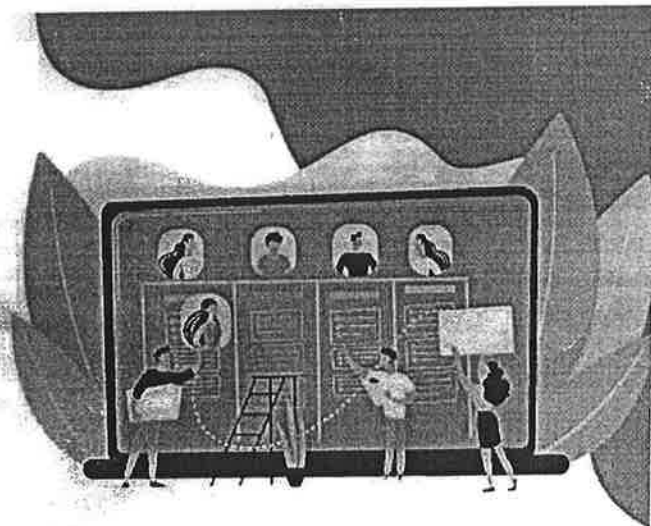
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1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com	Maharashtra Institute of Tec	9307846778	Genc Select
1481136	Vinayak Arun Thote	vinayakthote932@gmail.com	Maharashtra Institute of Tec	8208415381	Genc Select
1494636	kumar harsh	kumharharshrocks21@gmail.com	Maharashtra Institute of Tec	7991140212	Genc Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in	Maharashtra Institute of Tec	9146586119	Genc Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com	Maharashtra Institute of Tec	9420271050	Genc Select
1583668	Rahul Ravindra Tarte	rahulr99@gmail.com	Maharashtra Institute of Tec	8104460198	Genc Select
1096503	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com	Maharashtra Institute of Tec	8956131254	Genc Select
1096097	Abhisangh Singh Arora	agarora@mitaoe.ac.in	Maharashtra Institute of Tec	7769848017	Genc Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in	Maharashtra Institute of Tec	7620807898	Genc Select
1104872	Nikhil Parshuram Marathe	marathe2681@gmail.com	Maharashtra Institute of Tec	7448015773	Genc Select
1108857	Sudarshan Shah	sudarshanshahpk@gmail.com	Maharashtra Institute of Tec	9024853565	Genc Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in	Maharashtra Institute of Tec	7262063540	Genc Select
1121480	Aishwarya Satyawar Jagtap	aishjagtap2000@gmail.com	Maharashtra Institute of Tec	8975361947	Genc Select
1121976	Abhishek Ravindra Shelke	abhishekskelke11@gmail.com	Maharashtra Institute of Tec	8379068761	Genc Select
1122415	Yash Sanjay Gandhi	yashgandhi018@gmail.com	Maharashtra Institute of Tec	8087128123	Genc Select
1122936	Aditi Santosh Jadhav	jadhavadi18@gmail.com	Maharashtra Institute of Tec	7350185318	Genc Select
1124083	Nishant Sanjay Chaudhari	nishant33c@gmail.com	Maharashtra Institute of Tec	7620414827	Genc Select
1124492	Samrudhi Pravin Joshi	samujoshi86@gmail.com	Maharashtra Institute of Tec	8605417604	Genc Select
1124703	Ananya Nigotia	nigotiaananya@gmail.com	Maharashtra Institute of Tec	7985299932	Genc Select
1124879	Akshata Dattatray Mamde	admamde@mitaoe.ac.in	Maharashtra Institute of Tec	8888980749	Genc Select
1126432	Himanshu Srivastava	hasrivastava@mitaoe.ac.in	Maharashtra Institute of Tec	8299170586	Genc Select
1161368	Priti Sharad Bogawat	prtibogawat42@gmail.com	Maharashtra Institute of Tec	9860344967	Genc Select
1375333	Shreyas Tushar Shingare	shreyasshingare123@gmail.com	Maharashtra Institute of Tec	9850744964	Genc Select
1458323	JUSTIN RAJU KRISHNAN	justinrajukrishnan@gmail.com	Maharashtra Institute of Tec	7620017321	Genc Select

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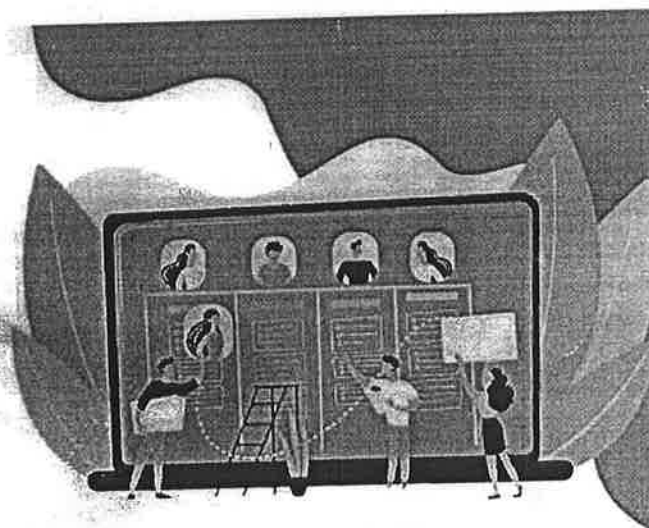
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Cc: <Raunak.Chaudhary2@cognizant.com>

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1097554	Yashashri Anurath Sanap	yashashrisanap0512@gmail.com	Maharashtra Institute of Tec	9922570000	Genc Elevate Select
1116486	vaishnavi hari salunke	vaishusalsunke2000@gmail.com	Maharashtra Institute of Tec	9623594568	Genc Elevate Select
1119226	Ankit Jagdish Tajane	ankittajane3@gmail.com	Maharashtra Institute of Tec	8446442444	Genc Elevate Select
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1126894	rahul kumar	rahulkumar@mitaoe.ac.in	Maharashtra Institute of Tec	8529419240	Genc Elevate Select
1127890	TAZAEEN ILVYAS SHAIKH	tazeen.shalkh@gmail.com	Maharashtra Institute of Tec	9545360206	Genc Elevate Select
1127902	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	Maharashtra Institute of Tec	9359595827	Genc Elevate Select
1140450	Shashank Bhushan	sbhushan@mitaoe.ac.in	Maharashtra Institute of Tec	8999585488	Genc Elevate Select
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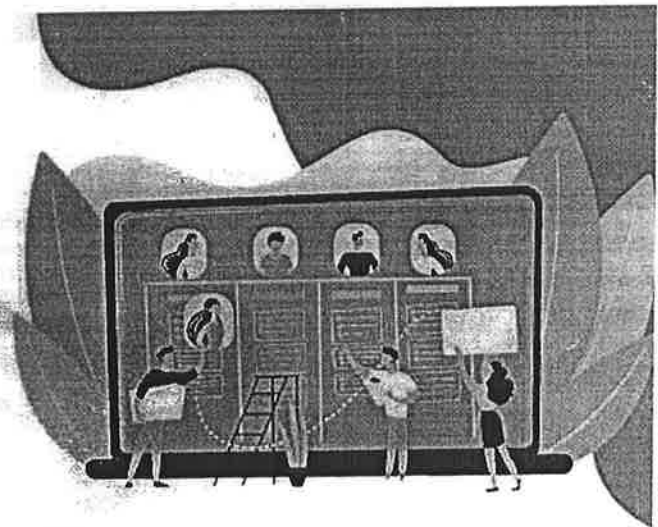
To: <hemant.mali@mitwpu.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

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1165245	Saloni Sanjay Ekal	saloniekal@gmail.com	Maharashtra Institute of Tec	7972816820	Genc Select
1250281	Yash Subhash Gaikwad	ysgaikwad@mitaoe.ac.in	Maharashtra Institute of Tec	9764336195	Genc Select
1257126	Aman Kumar	amanbarnwal0009@gmail.com	Maharashtra Institute of Tec	7903992059	Genc Select
1266027	Jayesh Arun Jagtap	jagtapjayesh9200@gmail.com	Maharashtra Institute of Tec	9158648268	Genc Select
1351686	Ritika Kumari	ritikanand2503@gmail.com	Maharashtra Institute of Tec	9158347803	Genc Select
1352541	Kanad Bhushan Dhok	kanaddhok1901@gmail.com	Maharashtra Institute of Tec	8888348366	Genc Select
1353153	vaibhav bhosale	vnbhosale@mitaoe.ac.in	Maharashtra Institute of Tec	9309943699	Genc Select
1353421	Soham Jayesh Borawake	1032180022@mitwpu.edu.in	Maharashtra Institute of Tec	8888706929	Genc Select
1353802	Suyash Santosh Gugale	1032191746@mitwpu.edu.in	Maharashtra Institute of Tec	7887667146	Genc Select
1353959	shekhar chouhan	1032181665@mitwpu.edu.in	Maharashtra Institute of Tec	7006111025	Genc Select
1354024	payal vijaykumar shelke	1032181683@mitwpu.edu.in	Maharashtra Institute of Tec	9545280807	Genc Select
1362764	keshav kumar	kumar.keshav601@gmail.com	Maharashtra Institute of Tec	8839173842	Genc Select
1363057	Takshay Vikas Sayre	takshay28.sayre@gmail.com	Maharashtra Institute of Tec	9370546796	Genc Select
1367368	Rutesh Rajesh Badwaik	ruteshbadwaik545@gmail.com	Maharashtra Institute of Tec	9527477350	Genc Select
1367411	Anand Balaji Bharti	bhartianand0509@gmail.com	Maharashtra Institute of Tec	7448243619	Genc Select
1367471	Madura Manoj Bhatt	madurabhhatt@gmail.com	Maharashtra Institute of Tec	7066351243	Genc Select
1367659	Akshay Dani	asdani@mitaoe.ac.in	Maharashtra Institute of Tec	8999035725	Genc Select
1368467	Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	Maharashtra Institute of Tec	9359080894	Genc Select
1375960	Athrav Manoj Jagtap	amjagtap@mitaoe.ac.in	Maharashtra Institute of Tec	8329309432	Genc Select
1377823	Rakesh Rama Sapkal	rakeshsapkal02@gmail.com	Maharashtra Institute of Tec	8329155347	Genc Select
1380113	Chaitanya Girish Dandekar	chaitanyadandekar123@gmail.com	Maharashtra Institute of Tec	7620083414	Genc Select
1380906	Ritik Gulab Janbandhu	ritikjanbandhu999@gmail.com	Maharashtra Institute of Tec	8928765411	Genc Select
1381555	Sumit nandu kale	1032191777@mitwpu.edu.in	Maharashtra Institute of Tec	9284045048	Genc Select
1385547	Rutuja Dilip Agashe	rutujaagashel6@gmail.com	Maharashtra Institute of Tec	7588286493	Genc Select
1385918	Manisha Prabhakar Kale	mpkale@mitaoe.ac.in	Maharashtra Institute of Tec	7447897403	Genc Select
1391652	NISHANT PRAKASH	nishantprakash1234@gmail.com	Maharashtra Institute of Tec	9919150099	Genc Select
1392169	Mohit Jagrut Alone	mohitalone619@gmail.com	Maharashtra Institute of Tec	7447753557	Genc Select
1392969	Vishal Aniruddha Purkar	vishalpurkar100@gmail.com	Maharashtra Institute of Tec	7066900818	Genc Select
1395613	Mohammed Aquib Hanif Shaikh	aquibsh99@gmail.com	Maharashtra Institute of Tec	9011127269	Genc Select
1395746	Shantanu Pabtiwar	shantanupabtiwar@gmail.com	Maharashtra Institute of Tec	9325503779	Genc Select
1396968	Ujwal Sunilkumar Bhagat	bhagatujiwals@gmail.com	Maharashtra Institute of Tec	7798088617	Genc Select
1399331	Shatabdi Santosh Jankar	shatabdijankar412@gmail.com	Maharashtra Institute of Tec	7020412894	Genc Select
1399517	Mrunal Kumar Barapatre	mrunalb2609@gmail.com	Maharashtra Institute of Tec	9423229609	Genc Select

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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Mon, Jan 17, 2022 at 3:07 P

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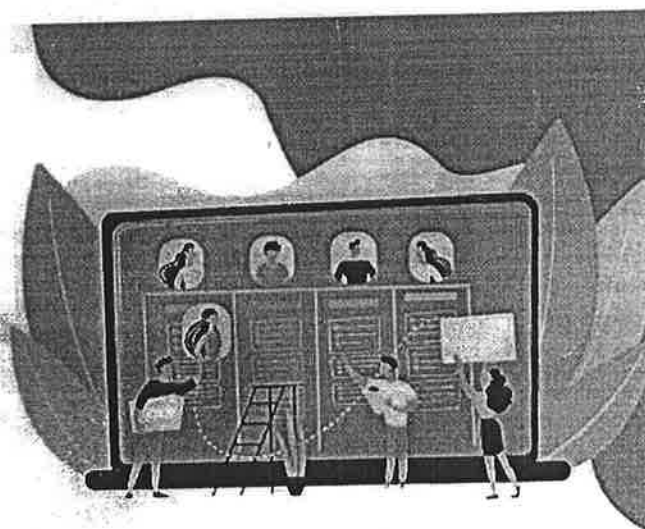
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1102919	Trupti Ramesh More	truptimore1498@gmail.com	Maharashtra Institute of Tec	7030866779	Genc Elevate Select
1103092	Satyata Dilesh Dhargawe	sddharagawe@mitaoe.ac.in	Maharashtra Institute of Tec	8329622983	Genc Elevate Select
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1110641	Maithily Vivek Marathe	maithilymarathe10a@gmail.com	Maharashtra Institute of Tec	9422811503	Genc Elevate Select
1112226	Shiv Nirranjan Lochwala	shivlochwala9099@gmail.com	Maharashtra Institute of Tec	9099817715	Genc Elevate Select
1119593	Ruchi Ahuja	ruchiahuja12@gmail.com	Maharashtra Institute of Tec	9827354616	Genc Elevate Select
1124032	SHIVAM PRAKASH	sopirakash@mitaoe.ac.in	Maharashtra Institute of Tec	7903547976	Genc Elevate Select
1139940	Priyanshu	sharmapriyanshu180697@gmail.com	Maharashtra Institute of Tec	8986170394	Genc Elevate Select
1373805	divyansh waghmare	dawaghmare@mitaoe.ac.in	Maharashtra Institute of Tec	9325901520	Genc Elevate Select
1379095	Akash kalyan jadhav	akashk121@gmail.com	Maharashtra Institute of Tec	8286560684	Genc Select
1386621	Yash Surendra Chaukse	yash.chaukse@gmail.com	Maharashtra Institute of Tec	9130784089	Genc Select
1390912	kunal dnyaneshwar kadam	mrunalakadam23@gmail.com	Maharashtra Institute of Tec	7020207748	Genc Select
1430711	Nithin Joseph Thomas	nithinpeediakal@gmail.com	Maharashtra Institute of Tec	7034714680	Genc Select
1431435	Prajwal Virendrarao Chaudhari	prajwalchaudhar1786@gmail.com	Maharashtra Institute of Tec	8767452415	Genc Select
1453279	Omkar Vishnu Sawant	omkarvsawant755@gmail.com	Maharashtra Institute of Tec	8329968866	Genc Select
1120403	Akhila Chandrashekar Thota	akhilacthota@gmail.com	Maharashtra Institute of Tec	9326130268	Genc Select
1122971	Shreya Chandeo Jawane	scjawane@mitaoe.ac.in	Maharashtra Institute of Tec	7620153423	Genc Select
1115809	Hrushikesh Vedhas Nemade	hrushikeshnemade2@gmail.com	Maharashtra Institute of Tec	9969456440	Genc Select
1427669	Omkar Shivaji Jagtap	omkar.s.jagtap123@gmail.com	Maharashtra Institute of Tec	7420832727	Genc Select
1462914	MANISHA BABAN PATOLE	mbpatole@mitaoe.ac.in	Maharashtra Institute of Tec	9527567205	Genc Select
1096032	Manish Mangesh Shingare	mmshingare@mitaoe.ac.in	Maharashtra Institute of Tec	7040589902	Genc Select
1097289	Anubhav Singh	anubhav02singh@gmail.com	Maharashtra Institute of Tec	8180835521	Genc Select
1097554	Yashashri Anurath Sanap	yashashrisanap0512@gmail.com	Maharashtra Institute of Tec	9922570000	Genc Select
1116486	vaishnavi hari salunke	vaishusalunke2000@gmail.com	Maharashtra Institute of Tec	9623594568	Genc Select
1119226	Ankit Jagdish Tajane	ankittajane3@gmail.com	Maharashtra Institute of Tec	8446442444	Genc Select
1123336	Aditi Umesh Kamalapurkar	aditiuk24@gmail.com	Maharashtra Institute of Tec	7722072567	Genc Select
1126894	rahul kumar	rahulkumar@mitaoe.ac.in	Maharashtra Institute of Tec	8529419240	Genc Select
1127890	TAZAEEN ILYAS SHAIKH	tazaeen.shaiikh@gmail.com	Maharashtra Institute of Tec	9545360206	Genc Select
1127902	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	Maharashtra Institute of Tec	9359595827	Genc Select
1140450	Shashank Bhushan	sbhushan@mitaoe.ac.in	Maharashtra Institute of Tec	8999585488	Genc Select
1151731	Shruti Kishor Fulsauder	skfulsauder@mitaoe.ac.in	Maharashtra Institute of Tec	8999890179	Genc Select



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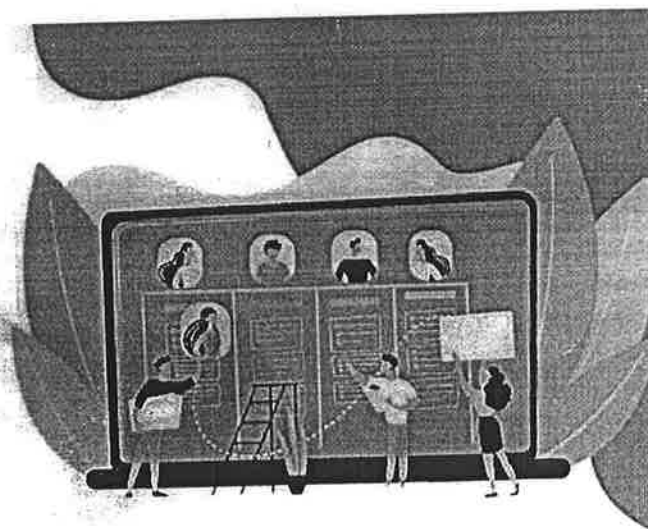
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1402139	Parash Agatrao Pawar	pawarparash1399@gmail.com	Maharashtra Institute of Tec	9359814816	Genc Select
1405754	utkarsh ashok kumar dubey	utkarshd980@gmail.com	Maharashtra Institute of Tec	9359228469	Genc Select
1406568	Rupali Bharat Patil	123cogrupali@gmail.com	Maharashtra Institute of Tec	8459176264	Genc Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Tec	9370935239	Genc Select
1411311	Shreyan Suresh Koshli	koshlishreyan1309@gmail.com	Maharashtra Institute of Tec	8408946169	Genc Select
1413596	Nikita Barman	nbarmann1208@gmail.com	Maharashtra Institute of Tec	7086980977	Genc Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in	Maharashtra Institute of Tec	8806865121	Genc Select
1414539	Yaseen Yunus Sheikh	ysheikh@mitaoe.ac.in	Maharashtra Institute of Tec	9049330420	Genc Select
1417161	Satyjeet Bhanudas Biradar	sbbiradar@mitaoe.ac.in	Maharashtra Institute of Tec	8788471670	Genc Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com	Maharashtra Institute of Tec	8237814222	Genc Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com	Maharashtra Institute of Tec	7888035094	Genc Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	Maharashtra Institute of Tec	9370191239	Genc Select
1421767	Vallesh Laxmikant Mone	ylmone@mitaoe.ac.in	Maharashtra Institute of Tec	9172758903	Genc Select
1423325	Shrinivas Anil Phuiwadkar	shrinivasphuiwadkar@gmail.com	Maharashtra Institute of Tec	9021000195	Genc Select
1423992	dnyaneshwari shritam pacharne	dnyaneshwarip2803@gmail.com	Maharashtra Institute of Tec	9112684636	Genc Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com	Maharashtra Institute of Tec	8275215713	Genc Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com	Maharashtra Institute of Tec	9130554135	Genc Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in	Maharashtra Institute of Tec	7620236705	Genc Select
1430689	Nikhil Rajesh Likhari	nikhillikhari26@gmail.com	Maharashtra Institute of Tec	7977269438	Genc Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com	Maharashtra Institute of Tec	9552518348	Genc Select
1453005	Shubham Navath Taware	tawareshubham89@gmail.com	Maharashtra Institute of Tec	7755906032	Genc Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com	Maharashtra Institute of Tec	7249292346	Genc Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in	Maharashtra Institute of Tec	7972207970	Genc Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in	Maharashtra Institute of Tec	7057246990	Genc Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com	Maharashtra Institute of Tec	7447613744	Genc Select
1460768	Suyash Nandkishor Shinde	sushinde253@gmail.com	Maharashtra Institute of Tec	7385727449	Genc Select
1461014	Piyush Jeevan Jagdale	pijagdale@gmail.com	Maharashtra Institute of Tec	9923529899	Genc Select
1461228	Shubhami Misra	shubhami27200@gmail.com	Maharashtra Institute of Tec	9711707410	Genc Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com	Maharashtra Institute of Tec	9112284608	Genc Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	Maharashtra Institute of Tec	9370009830	Genc Select
1467211	Pratik Singh	placement1032@gmail.com	Maharashtra Institute of Tec	6204465714	Genc Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com	Maharashtra Institute of Tec	8291578981	Genc Select

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Vikas Singh <vssingh@mitaoe.ac.in>

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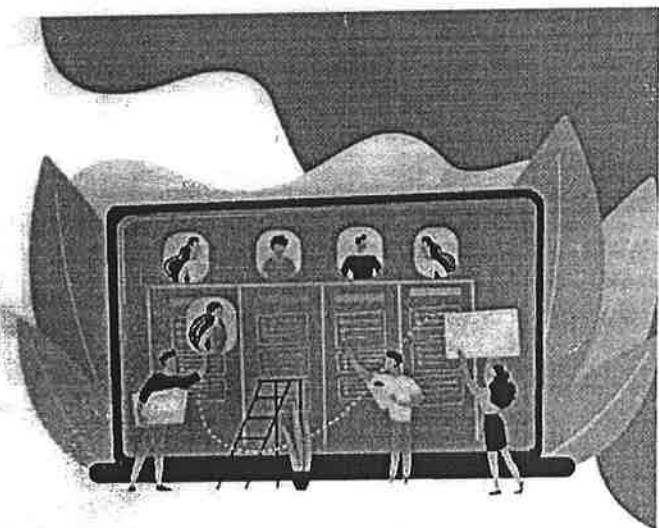
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Cc: <Raunak.Chaudhary2@cognizant.com>

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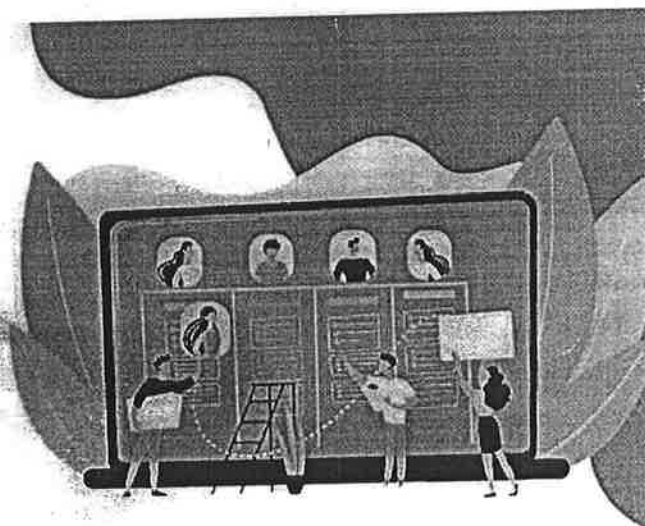
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1104650	Rahul Kumar	rk230299@gmail.com	Maharashtra Institute of Tec	8809150190	Genc Elevate Select
1110641	Maithily Vivek Marathe	maithilymarathe10a@gmail.com	Maharashtra Institute of Tec	9422811503	Genc Elevate Select
1112226	Shiv Niranjjan Lochawala	shivlochowala9099@gmail.com	Maharashtra Institute of Tec	9099817715	Genc Elevate Select
1119593	Ruchi Ahuja	ruchiAhuja12@gmail.com	Maharashtra Institute of Tec	9827354616	Genc Elevate Select
1124032	SHIVAM PRAKASH	soprakash@mitaoe.ac.in	Maharashtra Institute of Tec	7903547976	Genc Elevate Select
1139940	Priyanshu	sharmapriyanshu180697@gmail.com	Maharashtra Institute of Tec	8986170394	Genc Elevate Select
1373805	divyansh waghmare	dawaghmare@mitaoe.ac.in	Maharashtra Institute of Tec	9325901520	Genc Select
1379095	Akash kalyan jadhav	akashkj121@gmail.com	Maharashtra Institute of Tec	8286560684	Genc Select
1386621	Yash Surendra Chaukse	yash.chaukse@gmail.com	Maharashtra Institute of Tec	9130784089	Genc Select
1390912	kunal dnyaneshwar kadam	mrnalkadam23@gmail.com	Maharashtra Institute of Tec	7020207748	Genc Select
1430711	Nithin Joseph Thomas	nithinpeediakal@gmail.com	Maharashtra Institute of Tec	7034714680	Genc Select
1431435	Prajwal Virendrarao Chaudhari	prajwalchaudhar186@gmail.com	Maharashtra Institute of Tec	8767452415	Genc Select
1453279	Omkar Vishnu Sawant	omkarvsawant755@gmail.com	Maharashtra Institute of Tec	8329968866	Genc Select
1120403	Akhila Chandrashekar Thota	akhilaethota@gmail.com	Maharashtra Institute of Tec	9326130268	Genc Select
1122971	Shreya Changdeo Jawane	scjawane@mitaoe.ac.in	Maharashtra Institute of Tec	7620153423	Genc Select
1115809	Hrushikesh Vedhas Nemade	hrushikeshnemade2@gmail.com	Maharashtra Institute of Tec	9969456440	Genc Select
1427669	Omkar Shivaji Jagtap	omkar.s.jagtap123@gmail.com	Maharashtra Institute of Tec	7420832727	Genc Select
1462914	MANISHA BABAN PATOLE	mbpatole@mitaoe.ac.in	Maharashtra Institute of Tec	9527567205	Genc Select
1096032	Manish Mangesh Shingare	mmshingare@mitaoe.ac.in	Maharashtra Institute of Tec	7040589902	Genc Select
1097289	Anubhav Singh	anubhav02singh@gmail.com	Maharashtra Institute of Tec	8180835521	Genc Select
1097554	Yashashri Anurath Sanap	yashashrisanap0512@gmail.com	Maharashtra Institute of Tec	9922570000	Genc Select
1116486	vaishnavi hari salunke	vaishusalunke2000@gmail.com	Maharashtra Institute of Tec	9623594568	Genc Select
1119226	Ankit Jagdish Tajane	ankittajane3@gmail.com	Maharashtra Institute of Tec	8446442444	Genc Select
1123336	Aditi Umesh Kamalapurkar	aditiuk24@gmail.com	Maharashtra Institute of Tec	7722072567	Genc Select
1126894	rahul kumar	rahulkumar@mitaoe.ac.in	Maharashtra Institute of Tec	8529419240	Genc Select
1127890	TAZAEEN ILYAS SHAIKH	tazaeen.shaikh@gmail.com	Maharashtra Institute of Tec	9545360206	Genc Select
1127902	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	Maharashtra Institute of Tec	9359595827	Genc Select
1140450	Shashank Bhushan	sbhushan@mitaoe.ac.in	Maharashtra Institute of Tec	8999585488	Genc Select
1151731	Shruti Kishor Fulsaunder	skfulsaunder@mitaoe.ac.in	Maharashtra Institute of Tec	8999890179	Genc Select

(255)

Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:36 PM
Subject: Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Lakshmi Nair Rajesh (Human Resources) <lakshmi.rajesh@wipro.com>
Date: Mon, Oct 4, 2021 at 4:10 PM
Subject: RE: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>



Wipro | Campus Hiring Update – Elite On Campus

Maharashtra Institute of Technology.

Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)

1 message

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To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>



Wipro | Campus Hiring Update – Elite On Campus

Maharashtra Institute of Technology.

Greetings from Wipro!

Thank you for enabling the fresher recruitment for 2022 engineering graduates from your esteemed institution.

We are pleased to confirm the list of final selects in ELITE hiring process.

We would like to congratulate the selected candidates and a very successful career ahead!

Kindly note that the shortlisted candidates will receive the Letter of Intent (LOI) through Superset platform after authentication process. The candidates are expected to accept the LOI within 15 calendar days where the final offer letter is issued after document verification and Audit clearance.

Please note that at any stage, whether during online test and/or interview process or upon joining the Company, if it is brought to our notice that the candidate is indulged in malpractices or used illegal means to clear online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against candidate as we may deem fit.

Wipro has introduced digitally signed offer letters for technical campus recruits which contains the candidate's photograph. These offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent via courier or email.

We sincerely thank you for the support extended to complete the process successfully.

Regards,

Global Campus Hiring Team,

Wipro Limited

Wipro is taking steps to prevent fraudulent agencies from issuing fake offer letters by introducing digitally signed offer letters for campus recruits. Offer letters will also contain the candidate's photograph. The Wipro Technical campus offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent by courier or email.

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

wipro.com



Thanks & Regards,



Lakshmi Rajesh Nair | Global Campus Hiring Team - HR | Wipro Limited

Thane - Belapur Rd | Airoli | Navi Mumbai | Maharashtra 400708 | India



The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

Elite On Campus Hirng FY'22 - Maharashtra Institute of Technology - Final Interview Selects.xlsx
17K



S No	Wipro Registration No.	Candidate Name	College Name	Graduation	Branch of Study
1	1.03E+09	Koustubh Shivaji Jadhav	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical
2	4130	Vinayak Arun Thote	MIT World Peace University, Pune	Department of Engineering	Mechanical
3	S10321811	Paresh Agatrao Pawar	MIT World Peace University, Pune	Department of Engineering	Petroleum
4	1.2E+08	Omkar Pandit Bhandare	MIT World Peace University, Pune	Department of Engineering	Electronics and Telecommunication Engineering
5	2.2E+08	Satywan Bhagwan Khatke	MIT World Peace University, Pune	Department of Engineering	Mechanical
6	BETA58	Sandhya Popat Mail	MIT World Peace University, Pune	Department of Engineering	Electronics and Telecommunication Engineering
7	1.2E+08	DIGVIJAY SINGH	MIT World Peace University, Pune	Department of Engineering	Computer Science & Engineering
8	1.03E+09	Suprava Priyadarshini	MIT World Peace University, Pune	Department of Engineering	Electronics & Communication Engineering
9	1.2E+08	PASHANT MARUTI AWALE	MIT World Peace University, Pune	Department of Engineering	Electronics and Telecommunication Engineering
10	1.2E+08	Prathamesh Vyankat Sontakke	MIT World Peace University, Pune	Department of Engineering	Electrical & Electronics Engineering
11	1.03E+09	Shreyansh Thapa	MIT World Peace University, Pune	Department of Engineering	Computer Science & Engineering
12	1.2E+08	Shatabdi Santosh Jankar	Maharashtra Institute of Technology, F	Department of Engineering	Chemical Engineering
13	1.2E+08	Shreyan Suresh Koshti	Maharashtra Institute of Technology, F	Department of Engineering	Chemical
14	2.2E+08	Satywan Bhagwan Khatke	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical
15	1.2E+08	Shreyas Tushar Shingare	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science

Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
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To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>



Wipro | Campus Hiring Update – Elite On Campus

Maharashtra Institute of Technology.

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12	1.2E+08	Shatabdi Santosh Jankar	Maharashtra Institute of Technology, F	Department of Engineering	Chemical
13	1.2E+08	Shreyan Suresh Koshti	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical
14	2.2E+08	Satywan Bhagwan Khatke	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science
15	1.2E+08	Shreyas Tushar Shingare	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science

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Minda Industries Ltd.



23 November 2021

Mr. Akash Chavan,
Maharashtra Institute Of Tech.,
Email - aschavan@mitaoe.ac.in,
Mobile - 7905339699

Subject: Offer Letter

Dear Akash,

Greetings,

Congratulation and welcome to the **UNO MINDA GROUP**.

With reference to the Interview you had with us, we are pleased to offer you position as "Graduate Engineer Trainee", as per the terms and condictions mutually agreed at the time of Interview.

You will abide by all rules and regulations of the Company, which are in the operations from time to time.

You will be issued a detailed Appointment Letter at the time of joining the duty. You can join the duty on 04 July 2022.


Kindly bring your original testimonials and photocopy of each, along with four colored passport size photographs at the time of joining.

Please sign the duplicate copy of this letter as token of your acceptance to this offer.

Yours faithfully,

For **MINDA INDUSTRIES LIMITED**


Rajiv Kapoor
Chief Human Resource Officer


Akash Chavan



MINDA INDUSTRIES LTD. (Corporate) Village Nawada Fatehpur, P.O. Sikanderpur Badha, Manesar, Distt. Gurgaon, Haryana - 122004, INDIA. T: +91 124 2290427/28, 2290693/94/96 Fax: +91 124 2290676/95, Email - info@mindagroup.com, www.unominda.com, Regd. Office : B-64/1, Wazirpur Industrial Area, Delhi-110052, CIN : L74899DL1992PLC050333

Name : Akash Chavan

Designation : Graduate Engineer Trainee

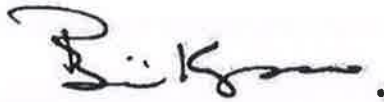
PARTICULAR	AMOUNT (Rs. PM)	AMOUNT (Rs. PA)
BASIC	18758	225090
H.R.A. (50% of Basic)	9379	112545
Bonus / Ex-Gratia (15% of Basic)	2814	33764
CO. P.F. (12% of Basic)	2251	27011
CHILDREN EDUCATION ALLW.	400	4800
UNIFORM MAINTENANCE ALLOWANCE	800	9600
TRANSPORT ALLOWANCE	1600	19200
PROFESSIONAL PURSUIT ALLOWANCE	1500	18000
GROSS SALARY	37501	450009

**All GET would be eligible for one time Loyalty Bonus of 2.25 Lacs on completing 3 years with the company.

Mediclaime Insurance for Self, Spouse & Children.

Accidental Insurance for Self.

Gratuity as per Act.



Rajiv Kapoor
Chief Human Resource Officer



Akash Chavan

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Date: 28-10-2021

INTERNSHIP LETTER

Dear Prem Chaudhari, 

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you an **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 3rd January, 2022

Location for Internship: Mumbai

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), 2, Guru Hargovindji Rd, Kajuwadi, Chakala, Andheri East, Mumbai, Maharashtra 400093

Internship Stipend: 15,000 INR p.m.

On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as a **Graduate Engineer Trainee** by the organization.

During your Training period of 12 months, you will be entitled to an Annual Total Remuneration (Cost to Company) of INR 3,40,000 as a Graduate Engineer Trainee, which will include an Annual Performance Bonus of INR 40,000 subject to submission of all 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 organization.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

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 (UP)

Tel: (+91) 120 6784333, Fax: (+91) 120 6784334

Terms and Conditions of Internship

A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as an Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. Post submission of all necessary documents pertaining to the completion of your course, you will be considered for a GET role with us.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship 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
7. One photocopy of Aadhaar card

C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence, or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

F. Separation from Company:

Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....



ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name:

Date:

GET Compensation

Components	Actual (Monthly)	Annual
Monthly		
Basic	11,531	1,38,371
Advance Statutory Bonus	1,500	18,000
Special Allowance	10,031	1,20,371
	-	
Total (A)	23,062	2,76,743
Annual Payout		
Retention/ Loyalty Bonus		
Total (B)		0
Gross Salary (A+B)	23,062	2,76,743
Benefits		
Gratuity		6,652
ESI (Employer contribution)	-	-
PF (employer)	1,384	16,605
Total (C)		23,257
Fixed (A+B+C)		3,00,000
Performance Bonus		40,000
Total CTC		3,40,000

ESTC - Batch
2022 Batch



Fwd: Regarding the campus drive

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07
PM

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

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

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

Date: Fri, Dec 24, 2021 at 2:55 PM

Subject: Fwd: Regarding the campus drive

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Menon, Abhisha (Intern)** <amen9@allstate.com>

Date: Thu, Oct 28, 2021 at 7:41 PM

Subject: Regarding the campus drive

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: Vaish, Shilpa Amit <ShilpaAmit.Vaish@allstate.com>

Hi sir ,

Thankyou for being a part of the campus drive . we are very happy to say that the below students are selected by Allstate solutions . Please ensure that these students should be blocked for the further placement drives happening in the college, the offer letter for the candidate should be issued soon .

NAME
Rakshit Rao
Aditi Udyal
Pranjal Pattnaik
Simran Patil

Asmita Hazari
Rutuja Shelkande ✓
Shivam Kadam
Harshit bhageri

With warm regards

Abhisha



Date: 28-10-2021

INTERNSHIP LETTER

Dear Abhishek Goyal,

Congratulations!

Thank you for exploring Learning Opportunities with **Acidaes Solutions Pvt. Ltd.** We are pleased to offer you an **Internship** with our organization.

Please see below the specifics regarding your internship:

Internship Joining Date: 3rd January, 2022

Location for Internship: Mumbai

Address: Acidaes Solutions Pvt Ltd (CRMNEXT), 2, Guru Hargovindji Rd, Kajuwadi, Chakala, Andheri East, Mumbai, Maharashtra 400093

Internship Stipend: 15,000 INR p.m.


On the successful completion of your graduation and submission of necessary university related documents, you will have an opportunity to be absorbed as a **Graduate Engineer Trainee** by the organization.

During your Training period of 12 months, you will be entitled to an Annual Total Remuneration (Cost to Company) of INR 3,40,000 as a Graduate Engineer Trainee, which will include an Annual Performance Bonus of INR 40,000 subject to submission of all 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 organization.

Please indicate your acceptance of the internship by signing this letter.

We look forward to your joining and a long mutually beneficial association.

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
(UP)

Tel: (+91) 120 6784333, Fax: (+91) 120 6784334

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A. Internship Period

You will be associated as an Intern only post an introduction letter from and through the university. The association as an Intern will be with us till the submission of degree/certificate of completion/ all semester marksheets of the current course. Post submission of all necessary documents pertaining to the completion of your course, you will be considered for a GET role with us.

B. Submission of Documents:

On the day of start of your internship, you are requested to bring along the following documents (original & photocopy) for submission and verification.

1. Internship 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
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5. 2 photocopy of PAN card
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C. Leave

You will be eligible for 1 leave per month.

Please note if you are absent for a continuous period of 3 days without leave OR obtaining your manager's approval, your internship will be automatically terminated. There will be no initiation or notice thereof.

D. Notice Period:

During any point of your internship with us, either party can terminate the internship without assigning any reason whatsoever, by giving 30 days prior notice in writing or salary in lieu thereof for any kind of voluntary disassociation from services/ internship

The Intern is expected to serve his/her full Notice Period. Waiving of Notice Period by paying of short notice pay or its adjustment against leave accrual is at the discretion of the organization and depends on the business needs/ exigencies and the current involvement of the intern in projects. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the notice period as applicable to you.

You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

E. Termination:

At any point during the period of your internship, the Company reserves the right to terminate internship summarily without any notice period or termination payment, for unsatisfactory performance at work, or if it has reasonable ground to believe you are guilty of any gross misconduct or negligence, or have committed misappropriation of funds or there has been any fundamental breach of contract or company code of conduct or any action that has caused any loss to the Company.

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Upon termination of internship, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties) in your possession or under your control relating to your internship or clients' business affairs.

G. Confidentiality of Information:

Information pertaining to Acidaes operations and intellectual property is confidential and you are required to sign a non-disclosure agreement. If you are currently bound by any confidentiality agreement, you must notify the Company and indemnify the Company against any breach thereof.

H. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your internship and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

I. General terms and conditions:

You will be required to abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions at its discretion, which shall be binding on you. All are required to read and comply with Acidaes Policies. Any breach of the Guidelines or the terms and conditions of internship may result in termination of your services without notice or compensation.

Please communicate your acceptance of this internship by signing a copy of this letter and returning it to us.

We welcome you and look forward to working with you.

.....



ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:

I agree that I have read, understood, and accepted internship with Acidaes Solutions Pvt Ltd under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated above)

Signature:

Printed Name:

Date:

GET Compensation

Components	Actual (Monthly)	Annual
Monthly		
Basic	11,531	1,38,371
Advance Statutory Bonus	1,500	18,000
Special Allowance	10,031	1,20,371
	-	
Total (A)	23,062	2,76,743
Annual Payout		
Retention/ Loyalty Bonus		
Total (B)		0
Gross Salary (A+B)	23,062	2,76,743
Benefits		
Gratuity		6,652
ESI (Employer contribution)	-	-
PF (employer)	1,384	16,605
Total (C)		23,257
Fixed (A+B+C)		3,00,000
Performance Bonus		40,000
Total CTC		3,40,000

ESTC - Brave

2022 Batch



E: info@miniOrange.com W: www.miniorange.com
M: +91 9717845846

A: Baner, Pune Maharashtra

Date: 19/11/2021

Letter of Intent

Dear Aditya Kumar Thakur, 

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

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

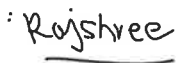
In this role, you will be likely working on one or more of these security domains: Single Sign-On, Multi-factor Authentication, Risk-Based Access, Connectors for worldwide applications, Network Security (DDoS, Brute Force, Web Application Firewall - WAF, etc.), Cyber Forensics. The security domain is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

The Cost to Company (CTC) for this position is **Rs. 8,00,000** per annum with a tentative start date of July 2022. A detailed offer letter with a break-up of your CTC will be issued to you after your joining.

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

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

Yours truly,
For miniOrange Security Software Private Limited



Authorized Signatory



Fwd: Selection Confirmation - Orange Business Services (MIT students)

1 message

Jayant Patkar <jdpatkar@mitaoe.ac.in>
 To: Vikas Singh <vssingh@admin.maepune.ac.in>
 Cc: Pramod Dasloorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

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

From: <antara.bhowmick@orange.com>
 Date: Thu, Dec 2, 2021 at 4:32 PM
 Subject: RE: Selection Confirmation - Orange Business Services (MIT students)
 To: jayant patkar <jayantpatkar@gmail.com>, jdpatkar@mitaoe.ac.in <jdpatkar@mitaoe.ac.in>

Hello,

We have two more students selected. Please give confirmation on all the students by today.

120180326	Anantrao Baburao Gawale	B.Tech	ETX	Male
120180388	Pratiksha Ram Pawar	B.Tech	E&TC	Female

We spoke to Tanvi & Mrunal also & they are selected too.

Note - Joining will be subject to all students passing their final exam.



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR
 Sent: Thursday, December 2, 2021 09:58
 To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdpatkar@mitaoe.ac.in' <jdpatkar@mitaoe.ac.in>
 Subject: Selection Confirmation - Orange Business Services (MIT students)
 Importance: High

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Joining will be done most likely in Q3 2022. Offer letters will also be released around the same time. We would appreciate if there are no backouts and last minute surprises.

We thank you & your team for all the efforts.

Roll No.	Full Name of Student	Course	Branch	Gender
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120180175	UMESH DHONDIBA NAGTHANE	B.Tech	ETX	Male

2, 9:58 AM

MIT Academy Of Engineering Mail - Fwd: Selection Confirmation - Orange Business Services (MIT students)

220190008

Viraj Rajendra Deshmukh

B.Tech

ETX

Male

For the below two students, they are partially selected. We wanted to speak to them for HR discussion however their mobile number is invalid. Please share their correct/va

220190023	TANVI HANUMANT SURKUTE	B.Tech	E&TC	Female
120180284	MRUNAL DILIP KUKADE	B.Tech	E&TC	Female



Warm Regards,

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Regional HR

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From: BHOWMICK Antara OBS/HR
 Sent: Tuesday, November 30, 2021 08:53
 To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdparkar@mitaoe.ac.in' <jdparkar@mitaoe.ac.in>
 Subject: RE: Orange shortlisted Resumes

Hello,

There is change of time of interview for two students. Please keep them informed.

PRN No	First Name	Middle Name	Last Name	Mobile Number	Email Address	UG CGPA	Degree	Specilization / Branch	Name of the Institute	Test Score
120180126	Hanmant	Marotirao	Hande	9373261744	hmhande@mitaoe.ac.in	7.65	B.Tech	E&TC	MIT Academy Of Engineering	46
120180064	Prathamesh	Vyankat	Sontakke	9370772244	pvsontakke@mitaoe.ac.in	7.46	B.Tech	ETX	MIT Academy of Engineering	44



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

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From: BHOWMICK Antara OBS/HR
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 Subject: RE: Orange shortlisted Resumes

All in afternoon, not morning.



Warm Regards,

Antara Bhowmick

(266)

Fwd: Selection Confirmation - Orange Business Services (MIT students)

1 message

Jayant Patkar <jdpalkar@mitaoe.ac.in>

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

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

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120180175	UMESH DHONDIBA NAGTHANE	B.Tech	ETX	Male

Fwd: Selection of Students_Alfa Laval

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:10 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:52 AM
Subject: Fwd: Selection of Students_Alfa Laval
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Avdhut Musale** <Avdhut.Musale@alfalaval.com>
Date: Thu, Dec 9, 2021, 11:12
Subject: Selection of Students
To: Placements Cummins College <placements@cumminscollege.in>, vishwajit.katedeshmukh@viit.ac.in <vishwajit.katedeshmukh@viit.ac.in>
Cc: Rasika Parale <Rasika.Parale@alfalaval.com>, Shiwani Bhide <shiwani.bhide@alfalaval.com>, Ashwin Vatekar <ashwin.vatekar@alfalaval.com>, mustikarmm@gmail.com <mustikarmm@gmail.com>, jidnyasa.misal@gmail.com <jidnyasa.misal@gmail.com>, ranvijaysinghgodhara6299@gmail.com <ranvijaysinghgodhara6299@gmail.com>, Siddhiwalunekar479@gmail.com <Siddhiwalunekar479@gmail.com>, samiya.21810882@viit.ac.in <samiya.21810882@viit.ac.in>, chanchal.mal18@vit.edu <chanchal.mal18@vit.edu>, vedant.21810502@viit.ac.in <vedant.21810502@viit.ac.in>, aaborse@mitaoe.ac.in <aaborse@mitaoe.ac.in>

Hi Team,

We are pleased to announce the selection of the below students as Graduate Engineer Trainee.

S.No	Your Name	Institute
1	Madhura Mustikar	Cummins
2	Jidnyasa Sunil Misal	Cummins
3	Aditya Borse	MIT Pune (All MITs)
4	Samiya Sameer Shaikh	VIT / VIIT Pune (All VITs)
5	Ranvijay Singh Godhara	MIT Pune (All MITs)
6	Siddhi Walunekar	VIT / VIIT Pune (All VITs)

7	Chanchal Mal	VIT / VIIT Pune (All VITs)
8	Vedant Santosh Phapale	VIT / VIIT Pune (All VITs)

The selection of candidates is subject to clearance of their B.Tech degree as per mentioned Alfa Laval eligibility criteria and pre employment health check-up.

The formal offer letter duly signed by our CHRO will be mailed to you shortly. Kindly consider this as an official communication and please do not allow above selected students to appear for other campus placements. The joining will be tentatively in 1st week of May 2022 or immediate post declaration of final year result.

Please feel free to contact us for any other query.

Avdhut Musale

HR Business Partner, HR Operations

Mobile: +91 8669656003

avdhut.musale@alfalaval.com

Contact me on Lync/Skype: sip:avdhut.musale@alfalaval.com

Classified by Alfa Laval as: Business



(269)

Fwd: HR Interview Selects : 15th December : BTech 2022

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:12 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:31 AM
Subject: Fwd: HR Interview Selects : 15th December : BTech 2022
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Mukul Sanil <Mukul.Sanil.Ext@lts.com>
Date: Thu, Dec 16, 2021 at 7:15 PM
Subject: HR Interview Selects : 15th December : BTech 2022
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Hiral A. Mehta <Hiral.Mehta@lts.com>, Deeksha Jain <Deeksha.Jain@lts.com>

Dear TPO,

Please find the list of shortlisted students from the HR discussions conducted on 15th December 2021.

We will share updates on the tentative date of joining and further procedure shortly

Name	Mobile	Email	College	Select/Reject
Ankur Shaikh	+91 7506707031	ankursk2000@gmail.com	MIT-WPU	Select
✓ Rutuja Nandkumar Garad	+91 9359449082	rngarad@mitaoe.ac.in	MIT-WPU	Select
✓ Sabne Abhishek Ravindra	+91 7058130495	arsabne@mitaoe.ac.in	MIT-WPU	Select

Regards,

Mukul Sanil

University Relations, LTTS

L&T Technology Services Ltd

www.LTTS.com

L&T Technology Services Limited (LTTS) is committed to safeguard your data privacy. For more information to view our commitment towards data privacy under GDPR, please visit the privacy policy on our website www.Ltts.com. This Email may contain confidential or privileged information for the intended recipient (s). If you are not the intended recipient, please do not use or disseminate the information, notify the sender and delete it from your system.

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www.LTTS.com

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MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 P

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

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

Date: Fri, Dec 24, 2021 at 2:39 PM

Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: <Kaustubh.Thanawala@cognizant.com>

Date: Wed, Oct 13, 2021 at 12:40 PM

Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

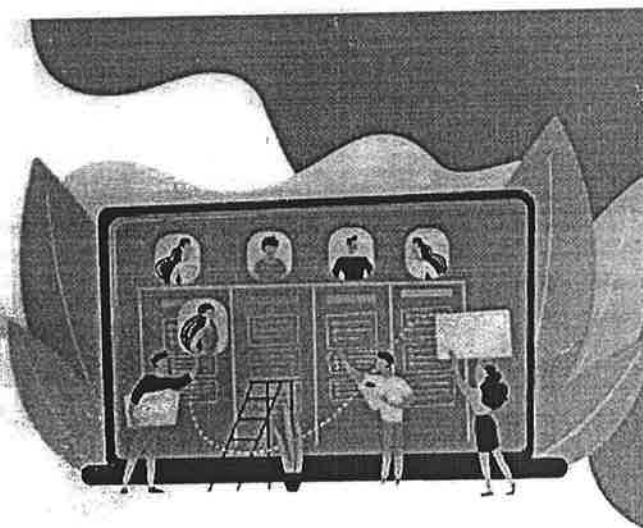
To: <hemant.mali@mitwpu.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!

After an exciting Hiring season, we are happy to share the most awaited Final Consolidated Results for the Interviews conducted for the Campus GenC Elevate and GenC.

Our heartiest congratulations to all the selected candidates & we look forward to onboard them into

1401450	Aman Sunil Walke	walke016@gmail.com	Maharashtra Institute of Tec	9359628963	Genc Select
1402139	Parash Agatrao Pawar	pawarparash1399@gmail.com	Maharashtra Institute of Tec	9359814816	Genc Select
1405754	utkarsh ashok kumar dubey	utkarshd980@gmail.com	Maharashtra Institute of Tec	9359228469	Genc Select
1406568	Rupali Bharat Patil	123ccgrupali@gmail.com	Maharashtra Institute of Tec	8459176264	Genc Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Tec	9370935239	Genc Select
1411311	Shreyan Suresh Koshi	koshtishreyan1309@gmail.com	Maharashtra Institute of Tec	8408946169	Genc Select
1413596	Nikita Barman	nbarman1208@gmail.com	Maharashtra Institute of Tec	7086980977	Genc Select
1414493	Aditya Sanjay Jadhav	adityajadhav@mitaoe.ac.in	Maharashtra Institute of Tec	8806865121	Genc Select
1414539	Yaseen Yunus Sheikh	ysheikh@mitaoe.ac.in	Maharashtra Institute of Tec	9049330420	Genc Select
1417161	Satyjeet Bhanudas Biradar	sbhbiradar@mitaoe.ac.in	Maharashtra Institute of Tec	8788471670	Genc Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com	Maharashtra Institute of Tec	8237814222	Genc Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com	Maharashtra Institute of Tec	7888035094	Genc Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	Maharashtra Institute of Tec	9370191239	Genc Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	Maharashtra Institute of Tec	9172758903	Genc Select
1423325	Shrinivas Anil Phulwadkar	shriniwasphulwadkar@gmail.com	Maharashtra Institute of Tec	9021000195	Genc Select
1423992	dnyaneshwari shriram pacharne	dnyaneshwarip2803@gmail.com	Maharashtra Institute of Tec	9112684636	Genc Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com	Maharashtra Institute of Tec	8275215713	Genc Select
1424952	Vedant Nitin Lachake	vnachake@gmail.com	Maharashtra Institute of Tec	9130554135	Genc Select
1426800	Samiksha Raju Ghodmare	srgghodmare@mitaoe.ac.in	Maharashtra Institute of Tec	7620236705	Genc Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com	Maharashtra Institute of Tec	7977269438	Genc Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com	Maharashtra Institute of Tec	9552518348	Genc Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com	Maharashtra Institute of Tec	7755906032	Genc Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com	Maharashtra Institute of Tec	7249292346	Genc Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in	Maharashtra Institute of Tec	7972207970	Genc Select
1455559	Viraj Rajendra Adkane	vradjkane@mitaoe.ac.in	Maharashtra Institute of Tec	7057246990	Genc Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com	Maharashtra Institute of Tec	7447613744	Genc Select
1460768	Suyash Nandkishor Shinde	snsinde253@gmail.com	Maharashtra Institute of Tec	7385727449	Genc Select
1461014	Piyush Jeevan Jagdale	pjagdale@gmail.com	Maharashtra Institute of Tec	9923529899	Genc Select
1461228	Shubhmani Misra	shubhmani27200@gmail.com	Maharashtra Institute of Tec	9711707410	Genc Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com	Maharashtra Institute of Tec	9112284608	Genc Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	Maharashtra Institute of Tec	9370009830	Genc Select
1467211	Pratik Singh	placement1032@gmail.com	Maharashtra Institute of Tec	6204465714	Genc Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com	Maharashtra Institute of Tec	8291578981	Genc Select

Fwd: Altimetrik Employment Shortlisted - Maharashtra Institute Of Technology,Pune (MIT) & MIT Academy of Engineering, Alandi Maharashtra

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:11 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:36 AM
Subject: Fwd: Altimetrik Employment Shortlisted - Maharashtra Institute Of Technology,Pune (MIT) & MIT Academy of Engineering, Alandi Maharashtra
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Sachin Shrinivas Telkikar <stelkikar@altimetrik.com>
Date: Wed, Dec 22, 2021 at 12:18 AM
Subject: Altimetrik Employment Shortlisted - Maharashtra Institute Of Technology,Pune (MIT) & MIT Academy of Engineering, Alandi Maharashtra
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>
Cc: Khaleelullah Mohammed <kmohammed@altimetrik.com>, Sachin Shrinivas Telkikar <stelkikar@altimetrik.com>

Dear Sir,

PFB Table. List of students shortlisted for Employment opportunity with Altimetrik.

Sr. No.	Name	College Name	Branch	Year of Passing	Email ID	Mobile No
1	Mihir Datta Kawade	Maharashtra Institute Of Technology,Pune (MIT)	CS	2022	mihirkawade89@gmail.com	7776833943
2	Samiksha Shende	MIT Academy of Engineering, Alandi Maharashtra	ECE	2022	samikshashende@mitaoe.ac.in	7666842925

We would be offering 5.5 LPA (Fixed)+ 1.5 Retention Bonus to them.

We expect them to join us at an earliest.

Kindly block them for employment with us.

Feel free to connect on my below number in case of any queries.



Best Regards,

Sachin Telkikar

+91 9970985693

Campus Recruitment Team



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WARNING: Computer viruses can be transmitted via email. The recipient should take responsibility to check this email and any attachments for the presence of any viruses before they accept into their network / systems.



Letter of Intent

Doc Ref. No.: QC20210760

Date of Issue: 24th December 2021

Dear Harshal Suresh Kadam,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: *Harshal*

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: Info@quest-global.com
www.quest-global.com



Ramesh
Head Corporate Relations
MIT Academy of Engineering
Alandi (D.) Pune-412 105.



***Disclaimer:** The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

**Annexure - I
Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (TCC)		3,00,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105



QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore- 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

ESTC Branch

2022 Batch



Fwd: Mit-WPU,Pune: Kylas (2022 batch)selections

1 message

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

Sat, Mar 26, 2022 at 10:09 AM

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

From: Reeti Agrawal <reeti.agrawal@sell.do>

Date: Tue, Jan 4, 2022 at 1:15 PM

Subject: Re: Mit-WPU,Pune: List of UX/UI/PD students for Kylas (2022 batch)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Jitendra Gadhvi <director.cs@mitwpu.edu.in>, Dr. Ketaki Kulkarni <centralplacements@mitwpu.edu.in>, Careers <careers@sell.do>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Hi Hemant,

Greetings for the day!!

I will be your point of contact moving forward.

For UI/UX we have shortlisted and offered one candidate.

Natalie Valsangkar	UI/UX	sell.do	MIT WPU	4TH JULY 2022
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For IT we have shortlisted below candidates

Gunjan Chug	Product Development	sell.do	MIT WPU	4TH JULY 2022
Shivani Bagal	Product Development	sell.do	MIT AOE	4TH JULY 2022
Amit Kumar	Product development	Sell.do	MIT AOE	4TH JULY 2022
Sourabh Kalel	Product development	Sell.do	MIT AOE	4TH JULY 2022

Looking forward for the selected Students to join for the training from office by Mid of January i.e. 15th January 2022 so that they can understand working process*in Sell.do/Kylas, let me know when we can connect.

Best Regards,

Reeti Agrawal

<https://www.linkedin.com/in/reeti-agrawal-9a7b84162/>

Executive- Talent Acquisition

Sell.do | Kylas

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MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Intellipaas Campus selections 2022 batch

1 message

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

Sat, Mar 26, 2022 at 10:23 AM

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

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

From: Ojasvi Mahajan <Ojasvi@intellipaas.com>

Date: Wed, Jan 5, 2022 at 7:34 PM

Subject: Re: Campus Placement

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@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**.

Shrutika Ramkrishna Ghadage
Suraj Dashrath Rathod
Nachiket Pravin Pusadkar
Shivam Bijjamwar
Rohit Kapusing Rajput

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@intellipaas.com

Website: www.Intellipaas.com



Follow us on: Twitter | LinkedIn | Facebook | Google+

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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Mon, Jan 17, 2022 at 3:08 PM

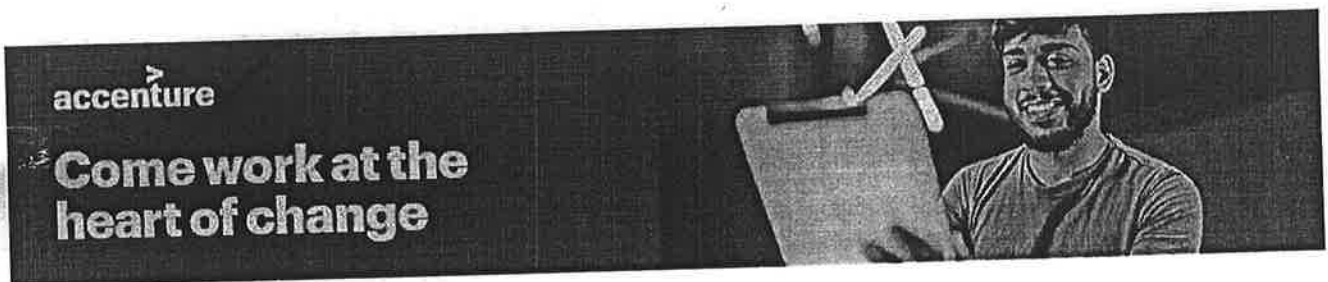
Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandite	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Talja Rajaram Shekar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Bhushil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902341	Rishikesh Sudhakar Maite	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903717	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Ashay Narayan Chillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902181	Akanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903138	Priya Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7263083540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Prayanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Yashraj Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abir Ahmed Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903565	Harshvardhan Sanjay Vibhandik	Male	7840939177	Electrical & Electronics	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902333	Gaurav Ramdeen Sain	Male	9359517035	Electrical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903909	Sulay Dadabhai Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabhram Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Samruddhi Ganesh Patterwar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiraman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shelke	Male	9764336195	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	8379068761	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bongulwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harshreen Saraj	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE

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Fwd: RISE Campus Hiring - Campus selections2022 batch

1 message

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

Sat, Mar 26, 2022 at 11:06 AM

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

From: Subhdeep Chatterjee <subhdeep.chatterjee@risewpu.com>
Date: Tue, Jan 25, 2022 at 3:45 PM
Subject: RISE Campus Hiring - Campus Placements
To: Jitendra Gadhi <jitendra.gadhi@mitwpu.edu.in>
Cc: Khyati Jain <khyati.jain@mitwpu.edu.in>, Gaurav Bhatia <gaurav.bhatia@mitwpu.edu.in>, Riteeka Vashisth <riteeka.vashisth@risewpu.com>

Dear Sir,

As discussed, we are looking forward to having the 11 candidates from MIT Engineering courses selected for internships + PPOs at RISE.

Out of the 11, 9 candidates are currently pursuing their final year and we would like them to join as at the earliest.

Below is the list of students selected:

Sr. No	Email Address	Full Name	PRN NO.	Pass-out or Final year
1	yashfursule1008@gmail.com	Yash Fursule	1032180143	Final year
2	vaishnavudayakumar@gmail.com	VYSHNAV NAIK	1032180908	Final year
3	ahlokhandede@mitaoe.ac.in	Atul Haribhau Lokhande	120180084	Final year
4	adwaitutgikar14@gmail.com	Adwait Ravindra Utgikar	1032180332	Final Year
5	ishigangta@gmail.com	Ishita Gangrade	S1032181128	Final Year
6	souravraj36@gmail.com	Saurabh raj	1032171594	Pass-out
7	marathesa@mitaoe.ac.in	Shubham Ajit Marathe	220190143	Final Year
8	vanshikadubey022000@gmail.com	Vanshika Dubey	1032181124	Final Year
9	lokeshtpatil@mitape.ac.in	Lokesh Sunil Patil	120180409	Final Year
10	prakashkumar@mitaoe.ac.in	Prakash Kumar	120180545	Final Year
11	kbvirulkar@mitaoe.ac.in	Kajal virulkar	220180249	Pass-out

Kindly support us with confirming their joining dates for them

Thank you!

Best regards,

Subhdeep Chatterjee
Manager- People and Culture
RISE WPU
Contact No. - +91 9502140079
<https://risewpu.com>

Feb 9, 2022

Ms. Mansi PISAL,

SUBJECT: LETTER OF OFFER

Dear **Mansi,**

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 975000/-**. The detailed break-up of the salary is attached as per **Annexure 'A'**.

A snapshot of Variable 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 **June 6, 2022 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.

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 – **Mansi PISAL**

PARTICULARS			
Salary and Allowances		Monthly (INR)	Yearly (INR)
Basic Salary		32500	390000
Flexible Allowances		44850	538200
Employers' contribution to Provident Fund		3900	46800
Total CTC		INR. 81250	INR. 975000
Yearly CTC (in words)	Rupees Nine Lakh SeventyFive Thousand Only		
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' – VARIABLE

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

2022 Batch
Chemical Branch

Fwd: Mindtree 2022 Batch T- School Campus Hiring | Interview Selects & In Progress list

1 message

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

Sat, Mar 26, 2022 at 11:16 AM

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

From: Ramkumar C N <Ramkumar.CN@mindtree.com>

Date: Wed, Feb 16, 2022 at 1:58 PM

Subject: Mindtree 2022 Batch T- School Campus Hiring | Interview Selects & In Progress list

To: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>

Cc: Meenakshi Keerthana (Associate) <Meenakshi.Keerthana@mindtree.com>, Rahul Dowarah <Rahul.Dowarah@mindtree.com>

Dear Prof. Hemant,

Greetings of the day!

Thanks for your continued support in helping us recruit best of minds at Mindtree. Our team 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.

As we are launching the 8th semester internship program for students who've accepted our offer, we would like to check on their interest & availability towards participating in Mindtree Internship Program. Internship certificate will be provided upon successful completion of the entire duration to aid final year project credits. The duration of the internship program ranges 12 and 15 weeks.

Total Interviews	Interview Select(s)
8	1

Note: Kindly request your help in filling the last three columns of the attached final selects sheet to enable proceed with the offer process

We look forward to successful collaboration in the seasons to come!

Warm regards,

Ram

University Liaison & Early Career Engagement

Mindtree

<http://www.mindtree.com/email/disclaimer.html>



Dr. Vishwanath Karad MIT World Peace University_Interview Selects_B2.xlsx

10K

University Roll No	First Name (As per 10th Marksheet or Aadhar Card)	Last Name (As per 10th Marksheet or Aadhar Card)	Primary Email Id (College Email ID not eligible)	Nationality	Mobile Number	Current Degree	Current Stream	Current College Name (As per univers ity registra tion)	YOP	Gender (Male / Female)	Offer Acceptance	Interested for Internshi p (Yes/ No)
220190050	Harshada	Sarade	harshadasarad e101@gmail.co m	Indian	7448253385	B.Tech	Electronics a	MITAOE	2022	Female	Accepted	No

(279)

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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

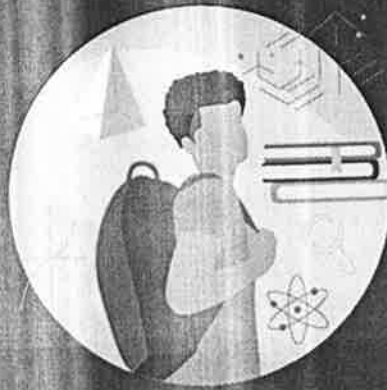
From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



Confirmation

Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 13-Aug-2021

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team

Manish N Kushwaha	57	Analyst	libramak21@gmail.com
Sudhanshu Vijay Kale	58	Analyst	svkale@mitaoe.ac.in
Pritesh Kumar	59	Analyst	priteshkumar@mitaoe.ac.in
Karan Khajuria	60	Analyst	kakhajuria@mitaoe.ac.in
Atharva Anant Pande	61	Analyst	aapande@mitaoe.ac.in
Satyam Bibhuti	62	Analyst	satyam.bibhuti@gmail.com
Dhruv Kanther	63	Analyst	ddkanther@mitaoe.ac.in
Pranav Sanjivan Anande	64	Analyst	pranav.anande05@gmail.com
Ashutosh Santosh Mane	65	Analyst	ashutoshmane06@gmail.com
Mihir Naresh Sharma	66	Analyst	mihirsharma162@gmail.com
Someshwar Sharma	67	Analyst	sharmasomeshwar3@gmail.com



280

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:56 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
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----- Forwarded message -----

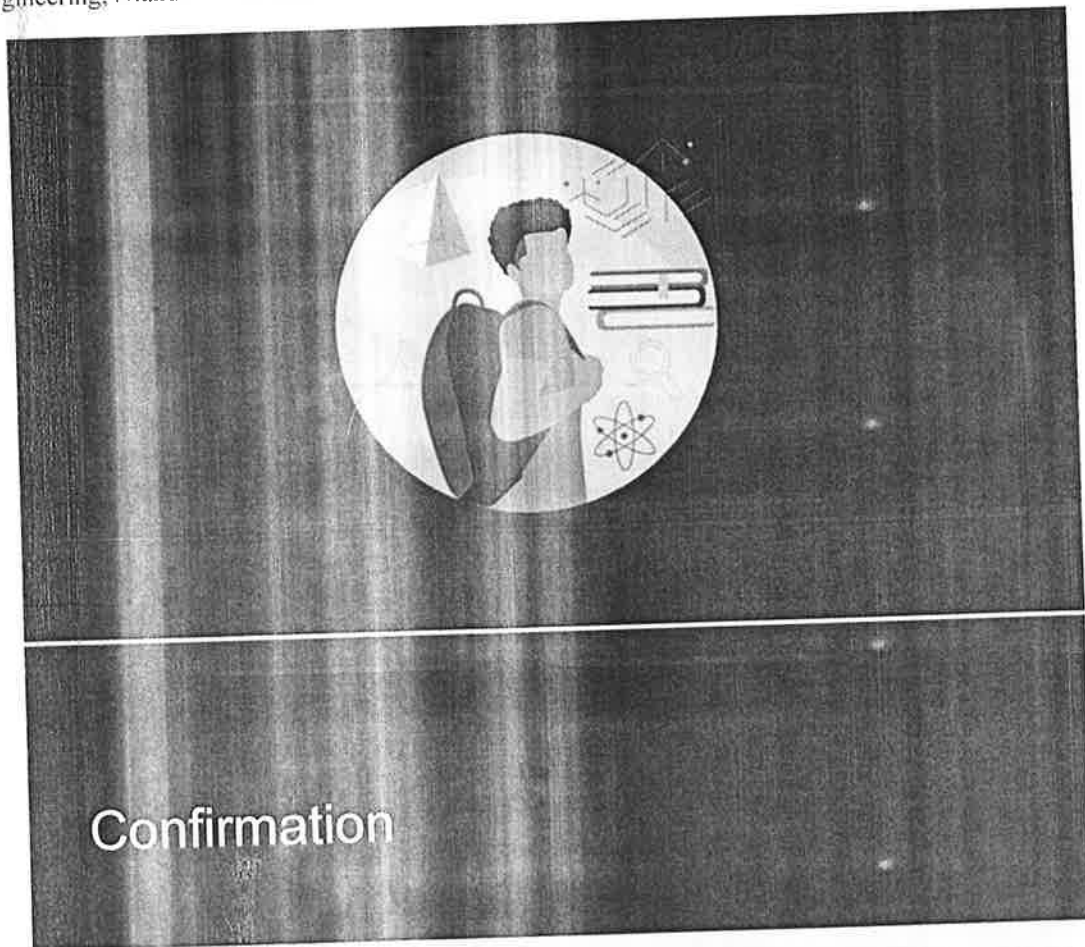
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Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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

From: ., **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>

Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



Dear Team,

Thank you for participating in the 2021 Deloitte India (Offices of the US) Campus Recruitment.

On behalf of Deloitte India (Offices of the US), we would like to thank you for all your support and collaboration.

As a follow-up to the 85 offers (67 USI Consulting and 18 USI Risk and Financial Advisory) communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 13-Aug-2021

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We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,

Campus Team

✓ Manish N Kushwaha	57	Analyst	libramak21@gmail.com
Sudhanshu Vijay Kale	58	Analyst	svkale@mitaoe.ac.in
Pritesh Kumar	59	Analyst	priteshkumar@mitaoe.ac.in
Karan Khajuria	60	Analyst	kakhajuria@mitaoe.ac.in
Atharva Anant Pande	61	Analyst	aapande@mitaoe.ac.in
Satyam Bibhuti	62	Analyst	satyam.bibhuti@gmail.com
Dhruv Kanther	63	Analyst	ddkanther@mitaoe.ac.in
Pranav Sanjivan Anande	64	Analyst	pranav.anande05@gmail.com
Ashutosh Santosh Mane	65	Analyst	ashutoshmane06@gmail.com
Mihir Naresh Sharma	66	Analyst	mihirsharma162@gmail.com
Someshwar Sharma	67	Analyst	sharmasomeshwar3@gmail.com

Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
1 message

Mon, Jan 17, 2022 at 3:13 PM

Dr. Shilalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Shilalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ban, Pragya <pban3@dxo.com>
Date: Wed, Aug 18, 2021 at 12:28 PM
Subject: DXC Technology || Campus Hiring FY'22 || Final Result
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 Dr. Mali,

Thank you very much for helping us conduct our Campus FY'22 Hiring smoothly. We have 58 final selects from your college. Please find below the details.

Please find below the summary:

Total candidates who participated for the event : 315

Total candidates who cleared online test : 117

Final Select: 58

Test Conversion : 37%

Technical Conversion: 50%

Overall Conversion: 18%

Please Find Below the names of the final selects:

S.No.	Candidate Name	Candidate Email	Candidate Mobile number	Gender	Subject / Branch	Configuration	Final Status
1	Aabha Sanjay Tamhankar	laabhas00@gmail.com	8975154011	Female	Mechanical and Automation	MIT_9th August 2021	Strong Consider
2	Esha Pravin Sul	epsul@mitaoe.ac.in	9284421474	Female	Information Technology	MIT_9th August 2021	Strong Consider
3	Aishwarya Ajay Shete	aishwarya.shete05@gmail.com	7517376460	Female	Electrical Engineering	MIT_9th August 2021	Strong Consider
4	Radha Shyamrao Hangarge	rshangarge@mitaoe.ac.in	7219720348	Female	Electronics Engineering	MIT_9th August 2021	Strong Consider
5	Rutuja Nanabhau Deore	mdeore@mitaoe.ac.in	8698663220	Female	Mechanical Engineering	MIT_9th August 2021	Strong Consider
6	Abhisha kishorchand Jain	abishajain2000@gmail.com	8668967209	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
7	Shradha Deepak Narwadkar	shradhanarwadkar1302@gmail.com	7083093755	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
8	Divya Prabhu Kadole	divya.kadole@gmail.com	9420043857	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
9	DIPTI HEMANT DARADE	dhdarade@mitaoe.ac.in	7888277580	Female		MIT_9th August 2021	Strong Consider
10	Namrata Mohakud	namratamohakud@gmail.com	8092324994	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
11	Shruti Singh	singhshruti1945@gmail.com	9718686024	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
12	Shweta Sandeep Pardeshi	shweta.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
13	Akshata Dittatray Mamde	admamde@mitaoe.ac.in	8888980749	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
14	Somruddhi Sunil Sankpal	sssankpal@mitaoe.ac.in	7447361544	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
15	shruti lahu lankhe	slankhe@mitaoe.ac.in	9145272139	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
16	Manali Mahaveer Gadiya	manali.gadiya11@gmail.com	9673791837	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
17	divya singh	divyathakur2810@gmail.com	7275524294	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
18	Siddhesh Gulabrao Badgujar	siddheshbadgujar2050@gmail.com	7058988516	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
19	Aniket Vasant Bandgar	aniketvb70dx@gmail.com	9423789369	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
20	Anurag Predeep Nair	nairanurag2000@gmail.com	9359169172	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
21	Aniket Namdeo Kandalkar	ankandalkar@mitaoe.ac.in	7038553316	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
22	Mohit Dadeji Musale	mdmusale@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:31 PM
Subject: Fwd: Persistent Results as on 6 Sep >> MIT WPU
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Siddharth Pendse <siddharth_pendse@persistent.com>
Date: Mon, Sep 6, 2021 at 2:52 PM
Subject: Persistent Results as on 6 Sep >> MIT WPU
To: hemant.mali <hemant.mali@mitcoe.edu.in>, hemant.mali <hemant.mali@mitwpu.edu.in>
Cc: Campus <campus@persistent.com>

Hello Sir,

PFB the consolidated results till 23th of Aug. HR assessment will be scheduled at earliest. We will share the results of HR pending candidates result post their HR assessments.

Sr No	Full Name	email id	mobileNumber	PSL College	Package offered
1	Vaishnavi Soundane	vaishnavisoundane@gmail.com	8329482590	MIT WPU	4.71 LPA- Pending for HR Assessment
2	Riya Goyal	riyag6578@gmail.com	6377944133	MIT	4.71 LPA- Final Select
3	Aayush Kumaria	aayush.kumaria@gmail.com	9970288222	MIT	4.71 LPA- Final Select
4	Aman Patel	amanpatel3092@gmail.com	9834258523	MIT	4.71 LPA- Final Select
5	ABHISHEK SHARMA	skbr951753@gmail.com	9325593479	MIT	4.71 LPA- Final Select
6	Armaan Khan	ak705945@gmail.com	8668294284	MIT	4.71 LPA- Final Select
7	Aditya Dhenge	adityadhenge2000@gmail.com	9423404036	MIT	4.71 LPA- Final Select
8	Naitik Shah	shahnaitik425@gmail.com	9833878611	MIT	4.71 LPA- Final Select
9	Ankit Kumar	kumarankit3789@gmail.com	8999428163	MIT	4.71 LPA- Final Select
10	Mansi Manjrekar	mansimanjrekar190@gmail.com	9764226874	MIT	4.71 LPA- Final Select
11	aman ranjan	amanranjan43@gmail.com	8539835845	MIT	4.71 LPA- Final Select
12	Shweta Pardeshi	shweta.pardeshi@gmail.com	9921132402	MIT	4.71 LPA- Final Select
13	Chirantan Joshi	jchirantan2001@gmail.com	9881515766	MIT	7.5 LPA Drona Pending
14	Prathmesh patil	patil7389797300@gmail.com	7389797300	MIT	4.71 LPA- Final Select
15	Rohit Patil	r.patil76549@gmail.com	9168349901	MIT	4.71 LPA- Final Select
16	Ritesh Rathod	rnathod16@gmail.com	7083421370	MIT WPU	4.71 LPA- Final Select
17	Aditya Mallik	adi.addy12@gmail.com	9460328648	MIT WPU	4.71 LPA- Final Select
18	Parth Yerane	parthyerane2001@gmail.com	8605426290	MIT WPU	4.71 LPA- Final Select

Fwd: APISERO_2022 passing-out batch selections

1 message

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

Sat, Mar 26, 2022 at 10:53 AM

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

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

From: **Tatsat Upadhyay** <tatsat.upadhyay@apisero.com>

Date: Fri, Aug 27, 2021 at 10:10 PM

Subject: Re: MIT-WPU,Pune: Invitation for Campus Recruitment_2022 passing-out batch

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>

Hi Dr Mali,

Please find the below final selects till now , including previous 3 , awaiting for the response from your end for their joining date .

Candidate Name	Designation	Salary	Proposed Date of Joining
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Adsul	Software Engineer	5.1 LPA	17th Sept , 2021
Sumit Kalbande	Software Engineer	5.1 LPA	17th Sept , 2021
Sushant Nikam	Software Engineer	5.1 LPA	17th Sept , 2021
Aniket Dattatraya Kulkarni	Software Engineer	5.1 LPA	17th Sept , 2021
Vijaykumar Deshmukh	Software Engineer	5.1 LPA	17th Sept , 2021



Tatsat Upadhyay

Head , Campus Recruitment / Snowflake Hiring
Apisero

e: tatsat.upadhyay@apisero.com

w: www.apisero.com

On Thu, Aug 26, 2021 at 3:42 PM Tatsat Upadhyay <tatsat.upadhyay@apisero.com> wrote:

Hi Dr Mali ,

Please find the below names who are selected in the final round till now from the first phase of the final round .
Please confirm on their availability to Join on 24th September which is our next joining date .

Candidate Name	Designation	Salary
Pratik Vijay Wadodkar	Software Engineer	5.1 LPA

Sumit Adsul	Software Engineer	5.1 LPA
Sumit Kalbande	Software Engineer	5.1 LPA



Tatsat Upadhyay
Head , Campus Recruitment / Snowflake Hiring
Apisero

e: tatsat.upadhyay@apisero.com

w: www.apisero.com

Fwd: Persistent Results as on 6 Sep >> MIT WPU

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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19	Abhilash Kumar	abhilashkumar1401@gmail.com	6205034497	MIT WPU	4.71 LPA- Final Select
20	Amit Nawale	amitnawale56@gmail.com	8956580818	MIT WPU	4.71 LPA- Final Select
21	Ashpak Patel	patelashpaklumia535@gmail.com	7743985231	MIT WPU	4.71 LPA- Final Select
22	Sagar Patil	sagarkpatil99@gmail.com	9158341555	MIT WPU	4.71 LPA- Final Select
23	Shreedhara Wankhede	shreedharawankhede19@gmail.com	7620807398	MIT WPU	4.71 LPA- Final Select
24	Satish Kanhale	satishkanhale101@gmail.com	7517534427	MIT WPU	4.71 LPA- Final Select
25	Mansi pisal	pisalmansi1305@gmail.com	8369662724	MIT WPU	4.71 LPA- Pending for HR Assessment
26	Suraj Bhairat	surajbhairat@gmail.com	7057523277	MIT WPU	4.71 LPA- Final Select
27	Abhishek Dhakne	abhidhakne@gmail.com	9822629674	MIT WPU	4.71 LPA- Final Select
28	Ashish Sharma	ashish01web@gmail.com	9027290058	MIT WPU	4.71 LPA- Final Select
29	Ashutosh Kumar	ashutoshgupta859@gmail.com	7903489291	MIT WPU	4.71 LPA- Final Select
30	Darshan Mantri	darshanmantri01@gmail.com	9824204011	MIT WPU	4.71 LPA- Final Select
31	Gaurav Kalje	gauravkalje8@gmail.com	7448097278	MIT WPU	4.71 LPA- Final Select
32	Gouri Ajmire	ajmiregouri@gmail.com	9370557259	MIT WPU	4.71 LPA- Final Select
33	Harshal Bharre	harshalhero100@gmail.com	9767110117	MIT WPU	4.71 LPA- Final Select
34	Hritik Munde	hritik16munde@gmail.com	9373328285	MIT WPU	4.71 LPA- Final Select
35	Akshay Mastud	akshaymastud2@gmail.com	7057643469	MIT WPU	4.71 LPA- Pending for HR Assessment
36	mrunal ambhore	mrunalambhore1999@gmail.com	7058061508	MIT WPU	4.71 LPA- Pending for HR Assessment
37	Niharika Sargam	niharikasargam30@gmail.com	7020404379	MIT WPU	4.71 LPA- Final Select
38	Pratik Pawar	pawarpratik5436@gmail.com	8380807564	MIT WPU	4.71 LPA- Pending for HR Assessment
39	Pratiksha Sabale	pratikshasabale1194@gmail.com	9130901194	MIT WPU	4.71 LPA- Final Select
40	Premchand Ingale	premchandingi@gmail.com	9763450835	MIT WPU	4.71 LPA- Final Select
41	Jatan Patel	jatanpatel2912@gmail.com	8975722408	MIT WPU	4.71 LPA- Pending for HR Assessment
42	Rohit Shevate	rohitshevate7@gmail.com	7083708872	MIT WPU	4.71 LPA- Final Select
43	RUSHIKESH BAGAL	rushikeshbagal121@gmail.com	8482998679	MIT WPU	4.71 LPA- Final Select
44	Sakshi Gaikwad	sakshigaikwa999@gmail.com	7219333841	MIT WPU	4.71 LPA- Final Select
45	Sanskrit Atkari	123sansk@gmail.com	7038288840	MIT WPU	4.71 LPA- Final Select
46	Ritik Patil	ritik.b.patil@gmail.com	7620024283	MIT WPU	4.71 LPA- Final Select
47	Netra Madle	netramadle@gmail.com	8329644479	MIT WPU	4.71 LPA- Final Select
48	Chirag Mabwani	chiragmbwani259@gmail.com	6263193707	MIT WPU	4.71 LPA- Final Select
49	Vedashri Debray	vedashri.debray@gmail.com	8805665026	MIT WPU	4.71 LPA- Final Select
50	ANISHA MAHADIK	animahadik03@gmail.com	9821817942	MIT WPU	4.71 LPA- Final Select

Strictly Private and Confidential

Reference No: BTPL/5961/2021

Date: September 27, 2021

To
Mr. Indranil Champati,
Pune, Maharashtra

Dear Mr. Indranil,

Subject: Pre-Placement Offer Letter for engagement as an InternWelcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any claim or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. Stipend:

During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 15000/-**.

This stipend shall be subject to all the necessary tax and statutory deductions.

Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

2. Term

Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **20/06/2022** or such earlier date as agreed between you and the Company and shall by default expire on ("**Internship**"). If required, the Company may choose to extend this term at its

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Phone: 020-67611100, Email: sales@blazeclan.com
Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

sole discretion.

3. Hours of Work

You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. Leaves

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. Intellectual Property Rights

- a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any Company's Innovations, intellectual property rights and all associated records. The Company's "Innovations", include but not limited to, processes, machines, improvements, inventions (whether or not protected under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protected under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protected under trade secret laws), and all other subject matter protected under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.
- b. During your Internship or after that, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. Confidentiality

- a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.
- b. Confidential information, includes but not limited to, any technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according

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to the Company are necessarily confidential and form valuable property of the Company.

- c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. Termination

- a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.
- b. The Company may terminate your Internship immediately without notice or payment if:
 - You are guilty of serious misconduct;
 - You breach any fundamental term or condition of your Internship;
 - You intentionally disobey a lawful and reasonable direction of the Company; or
 - You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. Governing Laws and Arbitration

- a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
- b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.
- c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. Other terms and conditions

- a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.
- b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written,

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respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands canceled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,
Yours faithfully,

For **Blazeclan Technologies Private Limited**



Ilham Mulla
Sr. Manager - Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name:

Place:

Signature:

Date:

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Blazeclan Technologies Pvt Ltd		
Annexure "A"		
Name	Mr. Indranil Champati	
Designation	Clan Fellow	
Date of Joining	20/06/2022	
Effective From	20/06/2022	
Particulars	Monthly Salary Breakup	Annual Salary Breakup
Basic	16467	197600
H. R. A.	8233	98800
Personal Allowance	13566	162795
Gross Salary (A)	38266	459195
Employer's PF Contribution	1800	21600
Group Insurance	308	3700
Gratuity	792	9505
Benefits (C)	1100	13205
Fixed Pay (A+B+C) = D	41166	494000
* Variable Pay - Company Linked Incentive (E)	2167	26000
Total Pay, i.e. CTC (D + E)	43333	520000
Salary Deduction		
Employee PF	1800	
Contribution Professional Tax	200	
Take Home Salary	36266	
For - Blazeclan Technologies Pvt Ltd		
The remuneration above will be as per the policies and guidelines of the Company and taxable as per the prevailing Income Tax rules.		
* Variable Pay is at the Company's discretion		

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Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

**Strictly Private and Confidential**

Reference No: BTPL/5963/2021

Date: September 27, 2021

To
Mr. Meet Kothari,
Pune, Maharashtra

Dear Mr. Meet,

Subject: Pre-Placement Offer Letter for engagement as an InternWelcome to the **Blazeclan Family!**

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any claim or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

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sole discretion.

3. Hours of Work

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4. Leaves

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. Intellectual Property Rights

- a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any Company's Innovations, intellectual property rights and all associated records. The Company's "Innovations", include but not limited to, processes, machines, improvements, inventions (whether or not protected under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protected under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protected under trade secret laws), and all other subject matter protected under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.
- b. During your Internship or after that, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. Confidentiality

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- b. Confidential information, includes but not limited to, any technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("Confidential Information") which according

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 - You breach any fundamental term or condition of your Internship;
 - You intentionally disobey a lawful and reasonable direction of the Company; or
 - You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. Indemnification

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

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All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,

Yours faithfully,

For **Blazeclan Technologies Private Limited**



Ilham Mulla

Sr. Manager - Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name:

Place:

Signature:

Date:

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Blazeclan Technologies Pvt Ltd		
Annexure "A"		
Name	Mr. Meet Kothari	
Designation	Clan Fellow	
Date of Joining	20/06/2022	
Effective From	20/06/2022	
Particulars	Monthly Salary Breakup	Annual Salary Breakup
Basic	16467	197600
H. R. A.	8233	98800
Personal Allowance	13566	162795
Gross Salary (A)	38266	459195
Employer's PF Contribution	1800	21600
Group Insurance	308	3700
Gratuity	792	9505
Benefits (C)	1100	13205
Fixed Pay (A+B+C) = D	41166	494000
* Variable Pay - Company Linked Incentive (E)	2167	26000
Total Pay, i.e. CTC (D + E)	43333	520000
Salary Deduction		
Employee PF	1800	
Contribution Professional Tax	200	
Take Home Salary	36266	
For - Blazeclan Technologies Pvt Ltd		
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ETX Branch
2022 Batch

blazeclan
ignite transformation on cloud

Blazeclan Technologies Pvt. Ltd

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Fwd: : Icertis - Campus Recruitment 2022

1 message

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

Sat, Mar 26, 2022 at 11:02 AM

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

From: **Monica Singh** <monica.singh@icertis.com>
Date: Wed, Sep 15, 2021 at 12:32 AM
Subject: RE: MIT-WPU, Pune: FW: Icertis - Campus Recruitment 2022
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Kedarnath Bhogshetti <kedarnath.bhogshetti@mitwpu.edu.in>

Hello Dr. Hemant,

Here's a final list of our shortlists:

Unfortunately we have removed Isha from the list as per your mail below.

Name
Abhishek Desai
Divyang Bagla
Sejal Sawarkar
Shivansh Singh
Ganesh Prakash Jagade
Chirag Bhatta
Aashish Dilip Nagpure

Waitlisted students:

We will give you their final outcome by the mid of next month.

Name
Amey Bhide
Patil Prabodh Uttam.
Palak Praneet

Regards,

Monica Singh

(289)

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: CTC Breakup - Om Avhad - Junior Software Engineer

Sun, Mar 27, 2022 at 5:29 PM

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

On Fri, Sep 24, 2021 at 12:30 PM Recruiting India <recruiting.in@interactivebrokers.com> wrote:

Hi Om,

We are pleased to inform you that you have been shortlisted by Interactive Brokers for Junior Software Engineer role.

Please find attached the CTC breakup for your reference.

Kindly acknowledge the mail so that we can initiate the further approval process.

Thanks & Regards,

Shweta Bhor

Corporate Recruiter

 **InteractiveBrokers**

www.interactivebrokers.com



Dr. Vishwanath Karad
**MIT WORLD PEACE
UNIVERSITY** | PUNE



image002.png
25K

Centre for Industry Academia Excellence

Offered Salary Structure Interactive Brokers

Pay Heads	Annually	Monthly
Basic	₹ 3,20,000	₹ 26,667
HRA - House Rent Allowance	₹ 1,60,000	₹ 13,333
LTA - Leave Travel Allowance	₹ 60,000	₹ 5,000
Telephone Reimbursement	₹ 24,000	₹ 2,000
Books, Periodicals & Newspapers	₹ 12,000	₹ 1,000
Flexible Benefit Plan	₹ 2,24,000	₹ 18,667
Gross Salary	₹ 8,00,000	₹ 66,667
Food card	₹ 50,400	₹ 4,200
Company PF	₹ 38,400	₹ 3,200
Gratuity	₹ 15,385	₹ 1,282
Medical Insurance	₹ 30,000	₹ 2,500
Life Insurance	₹ 1,000	₹ 83
Cost to Company (CTC)	₹ 9,35,185	₹ 77,932

Fwd: NICE/Test Selects

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:06 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 3:08 PM
Subject: Fwd: NICE/Test Selects
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Monica Tiwari** <Monica.Tiwari@nice.com>
Date: Fri, Oct 1, 2021 at 10:06 AM
Subject: RE: NICE/Test Selects
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi Mr.Hemant

Please find below the selected students-

Umang Sakuja
SHARAAN THAYANITHI
PAYAL SHAILENDRA PATIL
CHANTHU S PILLAI
SRUSHTI MARUTI NAIKARE ✓
Utkarsh Agarwal
RAVIRAJ NARAYAN ZAGADE ✓
KAJAL SINGH ✓
Snehalraj Chug

291

Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:56 PM
Subject: Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Bharath Kakaiah (RBEI/HRL-TA) <Bharath.Kakaiah@in.bosch.com>
Date: Wed, Oct 13, 2021 at 3:53 PM
Subject: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, engg.placements@mitwpu.edu.in <engg.placements@mitwpu.edu.in>

Hello MIT WPU Team,

Greetings from Robert Bosch Engineering and Business Solutions Private Limited, India (RBEI).

Considering the performance during the Online Test, Technical and HR Interviews, Please find the list of 17 candidates selected for the full time role of "Associate Software Engineer" from 2022 passing out batch.

Hearty Congratulations to all the selected candidates.

No of Candidates Selected : 17

Role : Associate Software Engineer (Common Designation for all Qualification / Freshers)

CTC : Rs. 5,00,000/- Per Annum (Five Lakh Indian Rupees per annum Only)

Kindly communicate the same to all the final selected candidates, block them from participating in other recruitment drives and let us know if all the candidates have accepted the offer from RBEI.

For any queries, please feel free to contact me.

Thanks and Best regards,

Candidate Id	Candidate Name	Primary Email	Mobile	Gender	Major	Percentage	Bachelor branch
4176201	Nachiket Ashok Deore	nachiketdeore247@gmail.com	9370410679	Male	7.9		Computer Science Engineering
4176171	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	9359595827	Female	8.33		Computer Science Engineering
4176121	Aditi Dhumal	aditirdhumal@gmail.com	9130000400	Female	8.57		Computer Science Engineering
4176109	Mohini Pradeep Mali	mohinimali241@gmail.com	8329317525	Female	8.99		Computer Science Engineering
4176243	Sahil Sandesh Katle	sahilkatle5@gmail.com	8805689477	Male	7.8		Computer Science Engineering
4176237	Sharayu Vijay Guhe	sharayuguhe1929@gmail.com	8850327969	Female	7.71		Computer Science Engineering
4176281	Farheen Fahimoddin Sayyad	ffsayyad@mitaoe.ac.in	8459800481	Female	7.38		Electrical and Electronics Engineering
4176213	Pranav Mali	pmali@mitaoe.ac.in	8308691773	Male	8.04		Electronics and Communication Engineering
4176309	Snehal Gaikwad	sdgaikwad@mitaoe.ac.in	9075360865	Female	7.3		Electronics and Communication Engineering
4176085	Vedant Dnyaneshwar Naik	vdnaik@mitaoe.ac.in	7218559447	Male	8.78		Electronics and Communication Engineering
4176099	Vyom Agarwal	vyomagarwal100@gmail.com	8115055551	Male	8.86		Electronics and Communication Engineering
4176235	Rutuja Patil	rutujapatil@mitaoe.ac.in	9359749416	Female	7.86		Electronics and Communication Engineering
4176077	Rushikesh Babasaheb Shelke	rbshelke@mitaoe.ac.in	9834523188	Male	8.33		Electronics and Communication Engineering
4176139	Samruddhi Ganesh Pattewar	sgpattewar@mitaoe.ac.in	9309750324	Female	8.72		Electronics and Communication Engineering
4176087	Akanksha	akankshapodutwar02@gmail.com	9130947456	Female	9.06		Electronics and Communication Engineering
4176113	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com	8956131254	Male	9.17		Electronics and Communication Engineering
4176147	Vijay Maruti Godase	vmgodase@mitaoe.ac.in	7057360404	Male	8.62		Information Science Engineering



Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:56 PM
Subject: Fwd: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Bharath Kakaiah (RBEI/HRL-TA)** <Bharath.Kakaiah@in.bosch.com>
Date: Wed, Oct 13, 2021 at 3:53 PM
Subject: "Campus Recruitment 2021-22 -MIT WPU- Final Selection List" - 17 Number's
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>, engg.placements@mitwpu.edu.in
<engg.placements@mitwpu.edu.in>

Hello MIT WPU Team,

Greetings from Robert Bosch Engineering and Business Solutions Private Limited, India (RBEI).

Considering the performance during the Online Test, Technical and HR Interviews, Please find the list of 17 candidates selected for the full time role of "Associate Software Engineer" from 2022 passing out batch.

Hearty Congratulations to all the selected candidates.

No of Candidates Selected : 17

Role : Associate Software Engineer (Common Designation for all Qualification / Freshers)

CTC : Rs. 5,00,000/- Per Annum (Five Lakh Indian Rupees per annum Only)

Kindly communicate the same to all the final selected candidates, block them from participating in other recruitment drives and let us know if all the candidates have accepted the offer from RBEI.

For any queries, please feel free to contact me.

Thanks and Best regards,

Bharath Kakaiah
Campus Recruitment Lead

RBEI

Tel. +91 80 6101-3202



Final Selects - MIT WPU.xlsx
11K



Candidate Id	Candidate Name	Primary Email	Mobile	Gender	Slor Perce	Bachelor branch
4176201	Nachiket Ashok Deore	nachiketdeore247@gmail.com	9370410679	Male	7.9	Computer Science Engineering
4176171	Hritika Kamalakar Ranadhir	hritikaranadhir@gmail.com	9359595827	Female	8.33	Computer Science Engineering
4176121	Aditi Dhumal	aditirdhumal@gmail.com	9130000400	Female	8.57	Computer Science Engineering
4176109	Mohini Pradeep Mali	mohinimali241@gmail.com	8329317525	Female	8.99	Computer Science Engineering
4176243	Sahil Sandesh Katle	sahilkatle5@gmail.com	8805689477	Male	7.8	Computer Science Engineering
4176237	Sharayu Vijay Guhe	sharayuguhe1929@gmail.com	8850327969	Female	7.71	Computer Science Engineering
4176281	Farheen Fahimoddin Sayyad	ffsayyad@mitaoe.ac.in	8459800481	Female	7.38	Electrical and Electronics Engineering
4176213	Pranav Mali	ppmali@mitaoe.ac.in	8308691773	Male	8.04	Electronics and Communication Engineering
4176309	Snehal Gaikwad	sdgaikwad@mitaoe.ac.in	9075360865	Female	7.3	Electronics and Communication Engineering
4176085	Vedant Dnyaneshwar Naik	vdnaik@mitaoe.ac.in	7218559447	Male	8.78	Electronics and Communication Engineering
4176099	Vyom Agarwal	vyomagarwal100@gmail.com	8115055551	Male	8.86	Electronics and Communication Engineering
4176235	Rutuja Patil	rutujapatil@mitaoe.ac.in	9359749416	Female	7.86	Electronics and Communication Engineering
4176077	Rushikesh Babasaheb Shelke	rbsheike@mitaoe.ac.in	9834523188	Male	8.33	Electronics and Communication Engineering
4176139	Samruddhi Ganesh Pattewar	sgpattewar@mitaoe.ac.in	9309750324	Female	8.72	Electronics and Communication Engineering
4176087	Akanksha	akankshapodutwar02@gmail.com	9130947456	Female	9.06	Electronics and Communication Engineering
4176113	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com	8956131254	Male	9.17	Electronics and Communication Engineering
4176147	Vijay Maruti Godase	vmgodase@mitaoe.ac.in	7057360404	Male	8.62	Information Science Engineering





(293)
Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

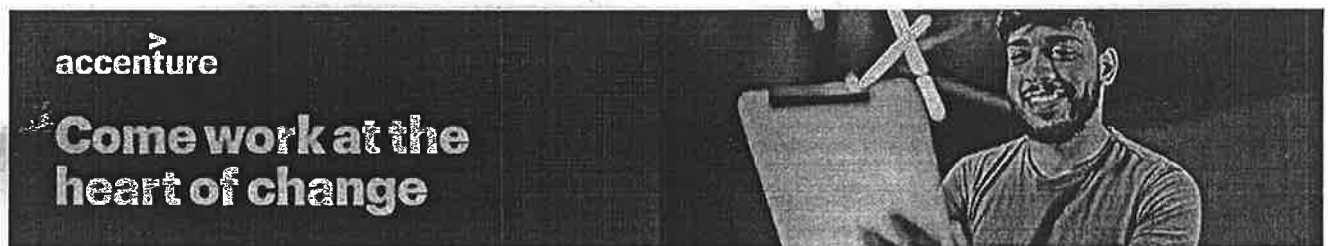
Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhara.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tejas Rajaram Shetkar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Narayan Chhillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Akanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Priti Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262083540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Priyanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravini Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abrar Ahmed Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshavardhan Sanjiv Vithandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902333	Gaurav Ramdeen Sain	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903909	Sulay Dadaabhai Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabpryam Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Samruddhi Ganesh Pattewar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiranman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Sheke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bonguwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harsheem Sartaj	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Interim Selects (Senior Analyst) : MIT World Peace University

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:18 PM
Subject: Fwd: Interim Selects (Senior Analyst) : MIT World Peace University
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Joshi, Mahi <mahi.joshi@cappgemini.com>
Date: Mon, Oct 11, 2021 at 7:11 PM
Subject: Interim Selects (Senior Analyst) : MIT World Peace University
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Kapre, Niraj <niraj.kapre@cappgemini.com>

Dear Placement Officer,

Greetings from Cappgemini !!

We are very thankful to you and college management for all the support extended to us during on campus virtual recruitment event. Please find below interim selection list, the final selection list will be released post background and document verification.

S. No	Name	Email Id	Mobile number	Stream	College name	Hiring status
1	Rutuja Patil	patilrutuja3092@gmail.com	9359749418	Electronics and Telecommunication Engineering	MIT World Peace University, Pune	Interim Select for Senior Analyst (7.5 LPA)
2	Anand Balaji Bharti	abbharti@mitaoe.ac.in	7448243619	Electronics	MIT World Peace University, Pune	Interim Select for Senior Analyst (7.5 LPA)

Regards,

 Mahi Joshi
Senior Analyst
University Relations & Hiring

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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Interim Selects : MIT World Peace University, Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:17 PM
Subject: Fwd: Interim Selects : MIT World Peace University, Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Joshi, Mahi <mahi.joshi@cappgemini.com>
Date: Thu, Oct 7, 2021 at 7:38 PM
Subject: Interim Selects : MIT World Peace University, Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>
Cc: Kapre, Niraj <niraj.kapre@cappgemini.com>

Dear Placement Officer,

Greetings from Cappgemini !!

We are very thankful to you and college management for all the support extended to us during on campus virtual recruitment event. Please find below interim selection list, the final selection list will be released post background and document verification.

Name	Email	Phone	Stream	Hiring Status
SHIVAM PRAKASH	shivamprakash753@gmail.com	7903547976	Electronics and Telecommunication Engineering	interim selects
Prathamesh Vyankat Sontakke	pvsontakke@mitaoe.ac.in	9370772244	Electrical & Electronics Engineering	interim selects
Radhika Sanjay Dawle	dawleradhika@gmail.com	9130263716	Computer Science & Engineering	interim selects
Hrshikesh Rajesh Bhamre	1032180300@mitwpu.edu.in	9359080894	Mechanical	interim selects
Manas Saishekhar Addepalli	1032191682@mitwpu.edu.in	8956131254	Electronics & Communication Engineering	interim selects
Shrinivas Anil Phulwadkar	shriphulwadkar001@gmail.com	9021000195	Electronics and Telecommunication Engineering	interim selects
Priyadarshan Balasaheb Chougule	priyadarshanchougule@gmail.com	7058744790	Computer Application	interim selects
Suyash Nandkishor Shinde	snshinde@mitaoe.ac.in	7385727449	Mechanical	interim selects
utkarsh ashok kumar dubey	utkarshdubey2025@gmail.com	9359228469	Mechanical	interim selects
Chaitanya Girish Dandekar	1032180496@mitwpu.edu.in	7620083414	Mechanical	interim selects
Atharva Ajay Gulhane	gulhaneatharva@gmail.com	8655213754	Computer Science & Engineering	interim selects
Pratik Ravindra Katkade	pratikkatkade43@gmail.com	7447897332	Mechanical Engineering	interim selects
Kanad Bhushan Dhok	kanaddhok10@gmail.com	8888348366	Mechanical	interim selects
Hritika Kamalakar Ranadhir	1032191647@mitwpu.edu.in	9359595827	Computer Science & Engineering	interim selects
Aman Sunil Walke	aw0420463@gmail.com	9359628963	Electronics and Telecommunication Engineering	interim selects
Himanshu Srivastava	himanshusrivastav537@gmail.com	8299170586	Electronics and Telecommunication Engineering	interim selects
Shubham Navnath Taware	sntaware@mitaoe.ac.in	7755906032	Mechanical	interim selects
Vidit Jha	jhavidit007@gmail.com	7258879307	Electrical	interim selects
Shubham Anil Kshirsagar	sakshirsagar@mitaoe.ac.in	9028251357	Electronics	interim selects
Shreyansh Thapa	shreyansh.thapa112000@gmail.com	8668290832	Computer Science & Engineering	interim selects
sahil sandesh katle	sahilkatle5@gmail.com	8805689477	Computer Science & Engineering	interim selects
Jaideep Vinod Aher	jay.wpu@gmail.com	7057001439	Electronics & Communication Engineering	interim selects

Regards,

 **Mahi Joshi**
Senior Analyst
University Relations & Hiring



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Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:36 PM
Subject: Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Lakshmi Nair Rajesh (Human Resources) <lakshmi.rajesh@wipro.com>
Date: Mon, Oct 4, 2021 at 4:10 PM
Subject: RE: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>



Wipro | Campus Hiring Update – Elite On Campus

Maharashtra Institute of Technology.

16	1.2E+08	Shantanu Pabliwar	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical	
17	1.2E+08	Ritika Kumari	Maharashtra Institute of Technology, F	Department of Engineering	Chemical Engineering	
18	2.2E+08	Rakesh Rama Sapkale	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical	
19	2.2E+08	JAYESH ANIL SHIMPI	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical	
20	TEE 01	Haridas Dattatray Makhar	Maharashtra Institute of Technology, F	Department of Engineering	Electronics	
21	1.03E+09	Chaitanya Girish Dandekar	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical	
22	1.03E+09	Manas Saishekhar Addepalli	Maharashtra Institute of Technology, F	Department of Engineering	Electronics & Communication Engineering	
23	1.03E+09	Hritika Kamalakar Ranadhir	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science & Engineering	
24	1.03E+09	Virag Hitesh Shah	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical Engineering	
25	1.03E+09	Hrushikesh Vedhas Nemade	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science & Engineering	
26	1.03E+09	Rutesh Rajesh Badwaik	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science	
27	1.2E+08	Rishikesh Sushil Kale	Maharashtra Institute of Technology, F	Department of Engineering	Information Technology	
28	1.03E+09	Akhila Chandrashekar Thota	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science & Engineering	
29	1.03E+09	vaishnavi hari salunke	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science	
30	1.03E+09	Rushal Dattakumar Pedram	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical	
31	1.03E+09	Girija Ravi Shanware	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical Engineering	

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

2 messages

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

Tue, May 10, 2022 at 12:22 PM

To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

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

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

From: **Amith, Alfonso** <alfonse.amith@accenture.com>

Date: Thu, Nov 11, 2021 at 12:13 PM

Subject: RE: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>

Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce **14** students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,



Alfonse **Amith**
India E School Campus Recruitment

Accenture Solutions Private Limited

Email: alfonse.amith@accenture.com



If you have any concerns during the recruitment process, please reach out to:

1st Level- India eSchool and Exec hiring recruiting lead: Rohit.Jhamb@accenture.com

2nd Level- India Recruiting Director: Jeremy.James@accenture.com



MIT Academy of engineering - Pune.xlsx
12K

Jayant Patkar <jdpatkar@mitaoe.ac.in>
To: Avinash Kulkarni <akkulkarni@comp.maepune.ac.in>

Tue, May 10, 2022 at 1:09 PM

[Quoted text hidden]



MIT Academy of engineering - Pune.xlsx
12K



300

Offer: Computer Consultancy
Ref: TCSL/DT20218252446/Pune
Date: 02/11/2021

Mr. Vipul Prakash Mahajan
Tapkir Colony, Behind Mansi Garden Hotel, Alandi, Pune,
Near Sakhare Hp Petrol Pump,
Pune-412105,
Maharashtra.
Tel# -

Dear Vipul Prakash Mahajan,

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 &

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TCSL/DT20218252446

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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.

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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

21. 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.

22. 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.

23. 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.

24. 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.

25. 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

Girish V. Nandimath
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	Vipul Prakash Mahajan
Designation	Assistant System Engineer-Trainee
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
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 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
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR 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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	KOLKATA 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum 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

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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.



10. 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.

11. 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.



ETX
2022

(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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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:673137

Date: February 24, 2022

Mr Ritesh Namdeorao Rathod

Suryaketu Nagar, Khat Road, Khokarla , Post - Mohadura
Bhandara, Maharashtra
India - 441904.

Dear Ritesh Namdeorao Rathod,

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.800,000 (Rupees Eight Lakh Only)** (including Loyalty Bonus Applicable only once, on completion of 1st year from Date of joining) 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

- **Employee + Spouse + 2 Children:** All employees are entitled to a coverage of Group Mediclaim Insurance policy of an amount with maximum limit of Rs.3,00,000/- (Rupees Three Lakhs Only) from the day one with features like family floaters, maternity benefits etc. Employee can cover himself/herself and immediate family members i.e., legally wedded spouse and 2 dependent children (max. age up to 25 Yrs.) only.
- **Group Term Life Insurance:** All employees are entitled to a self-coverage of Group Term Life Insurance of an amount with maximum limit of Rs.20,00,000/- (Rupees Twenty Lakhs Only) from the day one.
- **Group Personal Accident Insurance:** All employees are entitled to a self-coverage of Group Personal Accident Insurance of an amount with maximum limit of Rs.25,00,000/- (Rupees Twenty-Five Lakhs Only) from the day one.
- **Parental Mediclaim Insurance:** In case, an employee wants to cover his/her dependent Parents or Parent-in-laws, he/she can enroll them under separate Voluntary Parents Mediclaim Policy.
- **Covid Insurance:** All employees are entitled to a self-coverage of Covid Insurance of an amount with maximum limit of Rs.50,000/- (Rupees Fifty Thousand Only) in case of hospitalization or home quarantine.

Times Square 7th Floor C Wing, Smartworks Coworking Spaces, Andheri- Kurla Road, Andheri East - 400059

Tel: +91 22 2617 2600 CIN: U72900MH2002PTC138380 www.xoriant.com

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For more details on the above, employee can refer to the detailed Medclaim policy available on company intranet or contact your location Facility Management Team.

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.

Times Square 7th Floor C Wing, Smartworks Coworking Spaces, Andheri- Kurla Road, Andheri East - 400059

Tel: +91 22 2617 2600 CIN: U72900MH2002PTC138380 www.xoriant.com

**ANNUAL LEAVE/PUBLIC HOLIDAYS**

You will be entitled to 18 days of Privilege leaves and 8 days of Casual leaves per calendar year of service, on pro-rata basis. Privilege leaves will get credited in the first week of every month for the previous month at the rate of 1.5 days per month on pro-rata basis. Casual leaves shall be credited in the first week of every quarter, at the rate of 2 days per quarter on pro-rata basis.

Also, in case of separation, balance Privilege leaves will be paid (encashed) in Full & Final Settlement on the basis of basic pay.

NO DUAL EMPLOYMENT

You shall devote your full time and attention to the performance of your duties incidental to your position with the Company. During your employment with the Company, you are refrained from taking up any other employment, consultancy, or any other job (with or without remuneration), without the prior written consent of the Company. In the event you breach the terms mentioned herein, the Company at its sole discretion may terminate your employment without any notice, with immediate effect.

NOTICE PERIOD/TERMINATION

a. This Appointment Letter may be terminated by either party by giving 60 Days written notice or gross monthly salary in lieu thereof ("Notice Period"). Any shortfall in the Notice Period shall be recovered from your full and final settlement. In case of resignation, the Company reserves the right to:

- i. relieve you earlier than the Notice Period;
- ii. extend your Notice Period for a satisfactory handover of charge and completing the pending assignments;
- iii. decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you;
- iv. direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or part of the Notice Period.

Your employment will be subject to termination by 60 Days written notice or salary in lieu of written notice from either side.

a.b. 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. The Company reserves the right to pay or recover salary in lieu of notice period. Employees cannot use their accumulated leave to serve the notice period.

b.c. Company may terminate your employment immediately with or without notice on the occurrence of your:

- i. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- ii. Engaging in misconduct (wilful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or
- iii. Involvement in any act of moral turpitude.
- iv. At any point of time during your service with the Company, you are found to be unfit or incapacitated on medical grounds and unable to work, you can be terminated from the services of the Company. The opinion of the Doctor appointed / authorized by the Company in this regard will be taken as final and binding.

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 **Ritesh Namdeorao Rathod**, 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.

Ritesh Namdeorao Rathod, 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**.

2/24/22, 4:56 PM

eOffer Content

Sincerely
For Xoriant Solutions Pvt.Ltd

A handwritten signature in black ink, reading 'Vaishali Walimbe', written over a horizontal line.

Vaishali Walimbe
Director, Talent Acquisition

HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Ritesh Namdeorao Rathod

Agreed & Accepted on

Ritesh Namdeorao Rathod



Annexure A		
SALARY STRUCTURE	PER MONTH	PER ANNUM
BASIC	16,250	195,000
HOUSE RENT ALLOWANCE	8,125	97,500
CONVEYANCE ALLOWANCE	1,600	19,200
FIXED ALLOWANCE	19,594	235,125
MEAL COUPON	2,200	26,400
GIFT CARD	417	5,000
FLEXI PLAN	0	0
A	48,186	578,225
MEDICAL ALLOWANCE	1,250	15,000
LEAVE TRAVEL ASSISTANCE	2,000	24,000
B	3,250	39,000
C = A + B	51,436	617,225
PROVIDENT FUND	1,950	23,400
GRATUITY	781	9,375
D	2,731	32,775
E = C + D	54,167	650,000
Loyalty Bonus*(Applicable only once, on completion of 1st year from Date of joining)		150,000
CTC = E + Loyalty Bonus		800,000

*Note- "If you remain continuously employed by the Company and provided that you have not received any type of Disciplinary Action, the Company will pay you a bonus in an amount of Rs. **150,000**, less applicable withholdings and deductions (the "Loyalty Bonus"). The Loyalty Bonus will be paid in a lump sum, post completion of one year along with confirmation appraisal."

Sincerely

For Xoriant Solutions Pvt.Ltd

Vaishali Walimbe
Director, Talent Acquisition

Agreed & Accepted on

Ritesh Namdeorao Rathod

HR Signatory

Actual Date of Joining:

2/24/22, 4:56 PM

eOffer Content

**Agreed & Accepted on
Ritesh Namdeorao Rathod**



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

Ritesh Namdeorao Rathod

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



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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:Ritesh Namdeorao Rathod

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

Vaishali Walimbe
Director, Talent Acquisition

Agreed & Accepted on

Ritesh Namdeorao Rathod

HR Signatory

Actual Date of Joining:

Agreed & Accepted on

Ritesh Namdeorao Rathod

Offer electronically accepted by: Rathod, Ritesh

Offer electronically accepted on: Feb 24, 2022 4:55 PM

Offer electronically accepted from: 125.16.128.110

ETX
2022

302

Fwd: Selection Confirmation - Orange Business Services (MIT students)

1 message

Jayant Patkar <jdpatkar@mitaoe.ac.in>
 To: Vikas Singh <vssingh@admin.maepune.ac.in>
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

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

From: <antara.bhowmick@orange.com>
 Date: Thu, Dec 2, 2021 at 4:32 PM
 Subject: RE: Selection Confirmation - Orange Business Services (MIT students)
 To: jayant patkar <jayanlpatkar@gmail.com>, jdpatkar@mitaoe.ac.in <jdpatkar@mitaoe.ac.in>

Hello,

We have two more students selected. Please give confirmation on all the students by today.

120180326	Anantao Baburao Gawale	B.Tech	ETX	Male
120180388	Pratiksha Ram Pawar	B.Tech	E&TC	Female

We spoke to Tanvi & Mrunal also & they are selected too.

Note – Joining will be subject to all students passing their final exam.



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR
 Sent: Thursday, December 2, 2021 09:58
 To: 'Jayant Patkar' <jayanlpatkar@gmail.com>; 'jdpatkar@mitaoe.ac.in' <jdpatkar@mitaoe.ac.in>
 Subject: Selection Confirmation - Orange Business Services (MIT students)
 Importance: High

Hello Jayant,

We are pleased to inform selection of the below students at Orange Business Services on third party payroll. The offered CTC is 4.4lpa & their joining and work location would be

Kindly inform the students & confirm their acceptance to me by today EOD. Please confirm by when their final exam will get over & by when they will get their results.

Joining will be done most likely in Q3 2022. Offer letters will also be released around the same time. We would appreciate if there are no backouts and last minute surprises.

We thank you & your team for all the efforts.

Roll No.	Full Name of Student	Course	Branch	Gender
120180064	PRATHAMESH VYANKAT SONTAKKE	B.Tech	ETX	Male
120180278	VAISHNAVI VILAS SAMRUTWAR	B.Tech	ETX	Female
120180175	UMESH DHONDIBA NAGTHANE	B.Tech	ETX	Male

303

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To: Vikas Singh <vssingh@admin.maeapune.ac.in>

Cc: Pramod Dasloorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

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

From: <antara.bhowmick@orange.com>

Date: Thu, Dec 2, 2021 at 4:32 PM

Subject: RE: Selection Confirmation - Orange Business Services (MIT students)

To: jayant patkar <jayantpatkar@gmail.com>, jdpatkar@mitaoe.ac.in <jdpatkar@mitaoe.ac.in>

Hello,

We have two more students selected. Please give confirmation on all the students by today.

120180326	Anantrao Baburao Gawale	B.Tech	ETX	Male
120180388	Pratiksha Ram Pawar	B.Tech	E&TC	Female

We spoke to Tanvi & Mrunal also & they are selected too.

Note – Joining will be subject to all students passing their final exam.



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR

Sent: Thursday, December 2, 2021 09:58

To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdpatkar@mitaoe.ac.in' <jdpatkar@mitaoe.ac.in>

Subject: Selection Confirmation - Orange Business Services (MIT students)

Importance: High

Hello Jayant,

We are pleased to inform selection of the below students at Orange Business Services on third party payroll. The offered CTC is 4.4lpa & their joining and work location would be N

Kindly inform the students & confirm their acceptance to me by today EOD. Please confirm by when their final exam will get over & by when they will get their results.

Joining will be done most likely in Q3 2022. Offer letters will also be released around the same time. We would appreciate if there are no backouts and last minute surprises.

We thank you & your team for all the efforts.

Roll No.	Full Name of Student	Course	Branch	Gender
120180064	PRATHAMESH VYANKAT SONTAKKE	B.Tech	ETX	Male
120180278	VAISHNAVI VILAS SAMRUTWAR	B.Tech	ETX	Female
120180175	UMESH DHONDIBA NAGTHANE	B.Tech	ETX	Male

3/2/22, 9:58 AM

MIT Academy Of Engineering Mail - Fwd: Selection Confirmation - Orange Business Services (MIT students)

220190008	✓ Viraj Rajendra Deshmukh	B.Tech	ETX	Male
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For the below two students, they are partially selected. We wanted to speak to them for HR discussion however their mobile number is invalid. Please share their correct/valid mobile number.

220190023	TANVI HANUMANT SURKUTE	B.Tech	E&TC	Female
120180284	MRUNAL DILIP KUKADE	B.Tech	E&TC	Female



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR
Sent: Tuesday, November 30, 2021 08:53
To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdparkar@mitaoe.ac.in' <jdparkar@mitaoe.ac.in>
Subject: RE: Orange shortlisted Resumes

Hello,

There is change of time of interview for two students. Please keep them informed.

PRN No	First Name	Middle Name	Last Name	Mobile Number	Email Address	UG CGPA	Degree	Specilization / Branch	Name of the Institute	Test Score	Panel
120180126	Hanmant	Marotirao	Hande	9373261744	hmhande@mitaoe.ac.in	7.65	B.Tech	E&TC	MIT Academy Of Engineering	46	Dhiraj//
120180064	Prathamesh	Vyankat	Sontakke	9370772244	pvsontakke@mitaoe.ac.in	7.46	B.Tech	ETX	MIT Academy of Engineering	44	Dhiraj//



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR
Sent: Monday, November 29, 2021 17:28
To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdparkar@mitaoe.ac.in' <jdparkar@mitaoe.ac.in>
Subject: RE: Orange shortlisted Resumes

All in afternoon, not morning.



Warm Regards,

Antara Bhowmick

3/2/22, 9:58 AM

MIT Academy Of Engineering Mail - Fwd: Selection Confirmation - Orange Business Services (MIT students)

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR
Sent: Monday, November 29, 2021 17:27
To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdparkar@mitaoe.ac.in' <jdparkar@mitaoe.ac.in>
Subject: RE: Orange shortlisted Resumes

Next batch of interviews:

PRN No	First Name	Middle Name	Last Name	Mobile Number	Email Address	UG CGPA	Degree	Specilization / Branch	Name of the Institute
220190022	Akanksha	Mohankumar	Dhawale	7378571882	amdhawale@mitaoe.ac.in	7.5	B.Tech	ETX	MIT academy of engineering Alandi (Pune)
120180126	Hanmant	Marotirao	Hande	9373261744	hmhande@mitaoe.ac.in	7.65	B.Tech	E&TC	MIT Academy Of Engineering
120180064	Prathamesh	Vyankat	Sontakke	9370772244	pvsontakke@mitaoe.ac.in	7.46	B.Tech	ETX	MIT Academy of Engineering
120180326	Anantrao	Baburao	Gawale	7020419065	abgawale@mitaoe.ac.in	7.99	B.Tech	ETX	MIT Academy Of Engineering, Pune
120180388	Pratiksha	Ram	Pawar	7448264811	prpawar@mitaoe.ac.in	8.28	B.Tech	E&TC	MIT Academy of Engineering, Alandi - Pune



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR
Sent: Monday, November 29, 2021 15:51
To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdparkar@mitaoe.ac.in' <jdparkar@mitaoe.ac.in>
Subject: RE: Orange shortlisted Resumes

Next batch.

PRN No	First Name	Middle Name	Last Name	Gender	Panel	Date of Interview	Time of Interview	MS Teams link
120180284	Mrunal	Dilip	Kukade	F	Vincy/Sameer	1st Dec 2021	10.30-11.00	Click here to join the meeting
220190149	Dnyaneshwari	Ramdas	Dhumal	M	Vincy/Sameer	1st Dec 2021	11.00-11.30	Click here to join the meeting
220190039	Pratik	Baban	Shelar	M	Vincy/Sameer	1st Dec 2021	11.30-12.00	Click here to join the meeting
220190127	Swapnali	Shivajirao	Ghogare	F	Vincy/Sameer	1st Dec 2021	12.00-12.30	Click here to join the meeting
220190008	Viraj	Rajendra	Deshmukh	M	Vincy/Sameer	1st Dec 2021	12.30-01.00	Click here to join the meeting



Warm Regards,

3/2/22, 9:58 AM

MIT Academy Of Engineering Mail - Fwd: Selection Confirmation - Orange Business Services (MIT students)

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR

Sent: Monday, November 29, 2021 15:31

To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdparkar@mitaoe.ac.in' <jdparkar@mitaoe.ac.in>

Subject: RE: Orange shortlisted Resumes

Hello Jayant,

Below is the next batch schedule. Please keep the students informed to join on time.

Sr. No.	PRN No	First Name	Middle Name	Last Name	Mobile Number	Email Address	UG CGPA	Degree	Specialization / Branch	Name of the Institute
1	220190139	ABHISHEK	RAVINDRA	SABNE	7058130495	arsabne@mitaoe.ac.in	7.59	B.Tech	E&TC	MIT Academy of Engineering Alandi (D), Pur
2	220190023	Tanvi	Hanumant	Surkute	8605153601	thsurkute@mitaoe.ac.in	7.63	B.Tech	E&TC	MIT Academy Of Engineering Pune
3	120180167	Abhishek	NA	Goyal	7011721121	agoyal@mitaoe.ac.in	8.03	B.Tech	E&TC	MIT Academy of Engineering
4	120180115	Rutuja	Nandkumar	Garad	9359449082	mgarad@mitaoe.ac.in	8.03	B.Tech	E&TC	MIT academy of engineering, Alandi



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

Orange Restricted

From: BHOWMICK Antara OBS/HR

Sent: Monday, November 29, 2021 09:12

To: 'jayant patkar' <jayantpatkar@gmail.com>; 'jdparkar@mitaoe.ac.in' <jdparkar@mitaoe.ac.in>

Subject: RE: Orange shortlisted Resumes

Hello Jayant,

Please find below the first batch of interview schedule for the shortlisted students.

Please keep the students informed to join the interview through Microsoft teams meeting link as shared in the table below. They should download the app & keep it ready before the

First Name	Middle Name	Last Name	Mobile Number	Email Address	UG CGPA	Degree	Specialization / Branch	Name of the Institute	Test Score	P
Lokesh	Sunil	Patil	7588992626	lokeshpatil@mitaoe.ac.in	7.53	B.Tech	E&TC	MIT Academy Of Engineering, Pune	47	F
Vaishnavi	Vilas	Samrutwar	9529244791	vvsamrutwar@mitaoe.ac.in	7.3	B.Tech	E&TC	MIT ACADEMY OF ENGINEERING	47	F
Nisha	Bandu	Tidke	9.19357E+11	nishabtidke33@gmail.com	7.4	B.Tech	ETX	MIT academy of Engineering	46	F
Rutvik	Vilas	Minde	9146049495	rutvikm9495@gmail.com	7.46	B.Tech	ETX	MIT Academy of Engineering	44	F
Umesh	Dhondiba	Nagthane	9890401581	umeshnagthane@mitaoe.ac.in	7.24	B.Tech	ETX	Mit Academy Of Engineering, Alandi, Pune.	45	F



Warm Regards,

Antara Bhowmick

Regional HR

I-Think Techno Campus, Level 8, Wing BETA, Kanjurmarg (east)

Mumbai 400042, Maharashtra, India

From: jayant patkar <jayantpatkar@gmail.com>

Sent: Friday, November 26, 2021 16:50

To: BHOWMICK Antara OBS/HR <antara.bhowmick@orange.com>

Subject: Fwd: Orange shortlisted Resumes

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

From: Jayant Patkar <jpatkar@mitaoe.ac.in>

Date: Fri, Nov 26, 2021, 4:45 PM

Subject: Orange shortlisted Resumes

To: <antara.bhowmick@orange.com>, Jayant Patkar <jayantpatkar@gmail.com>

Dear Antara,

Please find resumes and XLS sheet attached

Thanks and Regards

Jayant

Orange Restricted

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307

Fwd: Infosys Campus Recruitment Program: Students results for Systems Engineer role 2022 batch

1 message

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

Sun, Mar 27, 2022 at 5:18 PM

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

From: Ajinkya Wagh <ajinkya.wagh@infosys.com>

Date: Fri, Dec 24, 2021 at 4:52 PM

Subject: Infosys Campus Recruitment Program: Students results for Systems Engineer role

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: Sudhir Kumar Mishra <Sudhir_Mishra01@infosys.com>, Anivesh Joshi <anivesh.joshi@infosys.com>, Manish Singh <manish.singh41@infosys.com>, Medha Bahukhandi <medha.bahukhandi@infosys.com>



Dear Professor,

We are delighted to share the **status of the interview of the students from your institute for Infosys Campus Recruitment Program 2021-22**. Please refer to the attached excel sheet to see the list.

Kindly communicate the results with the selected students and confirm the offer acceptance status for each student immediately. We will share the joining process with you in the due course of time. Over the next few days, we will be sending the selection confirmation to all students through email.

Please note, this is a conditional job offer subject to background verification of the candidate. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to the candidate.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

In case of any queries, please reach out to me.

We are looking forward to a good participation and conversions from your institute.

Best regards,
Ajinkya Wagh
Talent Acquisition
Infosys

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2 attachments

image001.png
141K

MIT.xlsx
11K

FirstName	EmailID	College	Region	Result
Kanad	kanaddhok10@gmail.com	MIT - WPU	West	SELECT
Omkar	omkarbhosale446@gmail.com	MIT - WPU	West	On hold
Bincy	bincymathew.mathew@gmail.com	MIT - WPU	West	REJECTED
Pranit	dpranit07@gmail.com	MIT - WPU	West	SELECT
Koustubh	koustubhjadhav101@gmail.com	MIT - WPU	West	SELECT
Pranav	pranav.pankhawala@gmail.com	MIT - WPU	West	SELECT
Ayub	1032200422@mitwpu.edu.in	MIT - WPU	West	SELECT
Rohan	rohanamrutkar99@gmail.com	MIT - WPU	West	SELECT
Rohan	rohanchimne777@gmail.com	MIT - WPU	West	SELECT
Avinash	avinashgalande96@gmail.com	MIT - WPU	West	SELECT
Shreyansh	shreyanshagrawal2900@gmail.com	MIT - WPU	West	SELECT
Hyder	jasdanwalahyder@gmail.com	MIT - WPU	West	SELECT
Debapriyam	debapriyam2016@gmail.com	MIT - WPU	West	REJECTED
Manish	manishjadhav700@gmail.com	MIT - WPU	West	SELECT
Sayali	sayalikotkar05@gmail.com	MIT - WPU	West	SELECT
Nikhil	nthakare200@gmail.com	MIT - WPU	West	REJECTED
Saurabh	raxaul.kumarsaurabh4@gmail.com	MIT - WPU	West	REJECTED
Ruchir	ruchir.kaulgud@gmail.com	MIT - WPU	West	REJECTED
Altamash	altamashhussain86@gmail.com	MIT - WPU	West	PENDING
Siddhant	nagalesiddhant@gmail.com	MIT - WPU	West	NO SHOW
Shekhar	cshivam208@gmail.com	MIT - WPU	West	NO SHOW
Vinod	vinodwinner789@gmail.com	MIT - WPU	West	NO SHOW
Trupti	truptimore1498@gmail.com	MIT - WPU	West	NO SHOW
Maithily	maithilymarathe9a@gmail.com	MIT - WPU	West	NO SHOW
Hrshikesh	hrshikeshbhamre2000@gmail.com	MIT - WPU	West	NO SHOW
Sonali	sonalisolanki1706@gmail.com	MIT - WPU	West	NO SHOW
Aditi	aditiuk24@gmail.com	MIT - WPU	West	NO SHOW
Omkar	omkar.harkare@gmail.com	MIT - WPU	West	NO SHOW
Atharva	gulhaneatharva@gmail.com	MIT - WPU	West	NO SHOW
Priyanka	priyankadhaygude00@gmail.com	MIT - WPU	West	NO SHOW
Chinmay	cdsangodkar@gmail.com	MIT - WPU	West	NO SHOW
Nishant	nishant33c@gmail.com	MIT - WPU	West	NO SHOW
Dhananjay	dhananjaykhandel@gmail.com	MIT - WPU	West	NO SHOW
Maitri	maitrichoudhary1109@gmail.com	MIT - WPU	West	NO SHOW
Nisha	nbtidke@mitaoe.ac.in	MITAOE	West	SELECT
Devraj	dhphasale@mitaoe.ac.in	MITAOE	West	REJECTED
Kunal	krpethe@mitaoe.ac.in	MITAOE	West	REJECTED
Anupama	anupamaad@mitaoe.ac.in	MITAOE	West	REJECTED
Dinesh	ddthawani@mitaoe.ac.in	MITAOE	West	REJECTED
Dhanashri	dbormare@mitaoe.ac.in	MITAOE	West	NO SHOW
Nikhil	npmarathe@mitaoe.ac.in	MITAOE	West	NO SHOW
Snehal	snehalnalawade1234@gmail.com	MITAOE	West	NO SHOW
Shreyas	stshingare@mitaoe.ac.in	MITAOE	West	NO SHOW
Mrunal	mkbarapatre@mitaoe.ac.in	MITAOE	West	NO SHOW



05-Jan-2022

Aditya Maurya
B.Tech Electronics
Maharashtra Institute of Technology, Pune

Dear Aditya Maurya,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

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

Though Cognizant Internship being a pre- requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

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 outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- 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 program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

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. Any breach of information security will be dealt as per Company Policy.

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.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Private & Confidential

10th January 2022

OFFER LETTER

Dear Aditya,

Subsequent to the meetings you had with us, we are pleased to make an offer of employment to you as **Associate Analyst (A1)**.

Your starting annual cost to company (CTC) will be **INR 4,20,000 /- (INR Four Lakh Twenty Thousand Only)** per annum post confirmation. This includes a performance-linked Variable Pay of INR 42,000. This Variable Pay Component will be payable based on your performance and overall company performance, and that you being on the rolls of the company at the date of disbursement.

You will be on a probation for a period of six months from the date of joining, which is liable for extension at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. The compensation during the probation period would be INR 18,000/- (INR Eighteen Thousand Only) per month.

Joining Bonus of INR 60,000/- (INR Sixty Thousand Only) will be paid out in four equal parts after the end of every three months from the date of joining.

Either party can terminate this employment agreement by providing a notice period of 90 days to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be of 30 days during the probation period.

This offer is subject to your satisfactory background verification. Your retention in Company's employment will be subject to your continued medical fitness. Company reserves the right to ask you to undergo medical examination if and when considered necessary.

A compulsory online training program will be rolled out after your acceptance of the offer, and this program will run in parallel with your current academic schedule. Considering your academic commitments, ample time will be provided for completion of the program. Successful completion of the program is a pre-requisite for joining the company, and any negligence or non-compliance with instructions regarding the training, may result in cancellation of the offer extended to you.

You are requested to confirm the receipt and acceptance of your offer in writing, failing which the offer extended to you, stands cancelled. Your initial place of work shall be at our **Pune office** and your date of joining will be informed to you in due time. In case of temporary work-from-home situation, you will be informed accordingly.

The components of your salary are provided in Annexure - A and would be governed by the company policy.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual admiration.

Warm regards,
Human Resources - Rudder Analytics

Annexure - A

Name:	Aditya Hedao	
Designation:	Associate Analyst(A1)	
Location:	Pune	
Date of Joining:	TBD	
	Per Month (INR)	Annual (INR)
Basic	12,250	1,47,000
Housing Rent Allowance	4,900	58,800
Leave Travel Allowance	2,000	24,000
Other Allowance	9,909	1,18,903
Total Fixed Pay (A)	29,059	3,48,703
Variable Pay (B)		42,000
Cost to Company (A+B)	29,059	3,90,703
Benefits:		
Employer Contribution to PF	1,470	17,640
Gratuity	589	7,068
Employer Contribution to ESI	-	-
Medical Insurance	382	4,589
Total Benefits (C)	2,441	29,297
Total Cost to Company (A+B+C)	31,500	4,20,000
<p>NOTES:</p> <p>Variable Pay: Variable Pay specified in the CTC is at a 100% payout amount. Variable Pay is linked to employee performance and the Company performance and is paid out on a pro-rata basis on completion of annual performance review. Employee will be eligible for the variable pay after completing a minimum 6 months of service from the date of employment confirmation and on being an active employee and not on the notice period at the date of disbursement.</p> <p>Probation: Employee will be deemed to be on probation in the services of the Company until confirmed in writing. The initial period of probation is six months from the date of joining, which may be extended by the management at its sole discretion.</p> <p>Appraisal Eligibility: Employee will be eligible for appraisal after serving for a minimum six months period after employment confirmation.</p> <p>Medical Insurance: Employee will be eligible to be covered under the existing group insurance of the Company.</p> <p>Gratuity: Gratuity shall apply as per the 'Gratuity Act 1972'.</p> <p>Company reserves right to modify the salary structure from time to time at its sole discretion.</p>		

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Fwd: Results- Vodafone idea

1 message

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

Sat, Mar 26, 2022 at 11:01 AM

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

From: **Kashyap, Abhinav (COR), Vodafone Idea** <Abhinav.Kashyap@vodafoneidea.com>

Date: Wed, Jan 26, 2022 at 7:49 PM

Subject: Results- Vi Internship Selection List

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Patil, Arvind (COR), Vodafone Idea (External)

Hi Placement team,

Please find the names of students who are selected for the internship program with Vodafone idea ltd.

The selected students will get the internship offer letter tomorrow and "Physical Onboarding" will be done on 07th Feb, 2022 from Vi's Commerzone IT park office, Yerwada, Pune. So please inform your students to be present for the same accordingly.

Name	Email	Phone	College	Streame	Gender	Final Status
Pratik Parmeshwar Shinde	pratikshinde994@gmail.com	9404483114	MIT		Male	Select
Pallavi Madhusudan Mahajan	mahajan.plv@gmail.com	9665336331	MIT		Female	Select
Shubhankar Shekhar	hrxheroes00@gmail.com	7974684553	MIT		Male	Select
Romio Kumar Das	rkdkgp2000@gmail.com	9382366211	MIT		Male	Select
Danish Gaffar Mansuri	danishmansuri49@gmail.com	7999210113	MIT		Male	Select
Gajanan Dagdu Khande	gdkhande@mitaoe.ac.in	9423242651	MIT		Male	Select

Abhinav Kashyap

HR Operations

Keep using "Workplace" & "Aisha-Your 24/7 HR Assistant"



Vodafone Idea Limited

(formerly Idea Cellular Limited)

An Aditya Birla Group & Vodafone partnership

Commerzone IT Park, Yerwada, Pune

myvi.in

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Fwd: DXC Technology || Campus Hiring FY'22 || Final Result

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:13 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Dec 23, 2021 at 3:30 PM
Subject: Fwd: DXC Technology || Campus Hiring FY'22 || Final Result
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Ban, Pragya <pban3@dxcc.com>
Date: Wed, Aug 18, 2021 at 12:28 PM
Subject: DXC Technology || Campus Hiring FY'22 || Final Result
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 Dr. Mali,

Thank you very much for helping us conduct our Campus FY'22 Hiring smoothly. We have 58 final selects from your college. Please find below the details.

Please find below the summary:

Total candidates who participated for the event : 315

Total candidates who cleared online test : 117

Final Select: 58

Test Conversion : 37%

Technical Conversion: 50%

Overall Conversion: 18%

Please Find Below the names of the final selects:

S.No.	Candidate Name	Candidate Email	Candidate Mobile number	Gender	Subject / Branch	Configuration	Final Status
1	Abha Sanjay Tamhankar	laabhas00@gmail.com	8975154011	Female	Mechanical and Automation	MIT_9th August 2021	Strong Consider
2	Esha Pravin Sul	epsul@mitaoe.ac.in	928421474	Female	Information Technology	MIT_9th August 2021	Strong Consider
3	Aishwarya Ajay Shete	aishwarya.shete05@gmail.com	7517376460	Female	Electrical Engineering	MIT_9th August 2021	Strong Consider
4	Radha Shyamrao Hangarge	rshangarge@mitaoe.ac.in	7219720348	Female	Electronics Engineering	MIT_9th August 2021	Strong Consider
5	Rutuja Nanabhau Dcore	mdeore@mitaoe.ac.in	8698663220	Female	Mechanical Engineering	MIT_9th August 2021	Strong Consider
6	Abhisha kishorchand Jain	abishajain2000@gmail.com	8668967209	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
7	Shradha Deepak Narwadkar	shradhenarwadkar1302@gmail.com	7083093755	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
8	Divya Prabhu Kadole	divya.kadole@gmail.com	9420043857	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
9	DIPTI HEMANT DARADE	dhdarade@mitaoe.ac.in	7888277580	Female		MIT_9th August 2021	Strong Consider
10	Namrata Mohakud	namratamohakud@gmail.com	8092324994	Female	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
11	Shruti Singh	singhshruti1945@gmail.com	9718686024	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
12	Shweta Sandeep Pardeshi	shweta.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
13	Aksheta Dittaray Mamde	admamde@mitaoe.ac.in	8888980749	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
14	Samruddhi Sunil Sankpal	sssankpal@mitaoe.ac.in	7447361544	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
15	shruti lahu lank	sllanke@mitaoe.ac.in	9145272139	Female	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
16	Manali Mahaveer Gadiya	manali.gadiya11@gmail.com	9673791837	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
17	divya singh	divyathakur2810@gmail.com	7275524294	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
18	Siddhesh Gulabrao Badgujar	siddheshbadgujar2050@gmail.com	7058988516	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
19	Aniket Vasant Bandgar	aniketvb70dx@gmail.com	9423789369	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
20	Anurag Pradeep Nair	nairanurag2000@gmail.com	9359169172	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
21	Aniket Namdeo Kandalkar	ankandalkar@mitaoe.ac.in	7038553316	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
22	Mohit Dadaji Muasle	mdmuasle@mitaoe.ac.in	7057310748	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider

23	Saurabh Sunil Barve	saurabhbarve007@gmail.com	7758972468	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
24	Siddharth Devendra Yadav	siddharth.yadav1000@gmail.com	8983758714	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
25	Ashwin Mahavir Durugkar	ashwin.durugkar123@gmail.com	9518526538	Male	Civil Engineering	MIT_9th August 2021	Strong Consider
26	Devesh Vishnudas Barbind	dvbarbind@mitaoe.ac.in	9370146492	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
27	Abhay Tripathi	abhaytripathi51966@gmail.com	6386872205	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
28	Nishant Singh Jadaun	nishujadu7@gmail.com	8668516068	Male	Petroleum Engineering	MIT_9th August 2021	Strong Consider
29	Onkar Kalidasrao Salegonkar	maillosomkar@gmail.com	9370932480	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
30	Chirag Ashwinkumar Sahuji	chiragsahuji1602@gmail.com	8999041407	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
31	Pulkit Dubey	pulkitdubey04@gmail.com	9340483903	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
32	SIDDHESHWAR REVANAPPA VAIDYA	svaidya@mitaoe.ac.in	8605973297	Male		MIT_9th August 2021	Strong Consider
33	Yahya Ahmad	yahya23193@gmail.com	7006765540	Male	Electrical Engineering	MIT_9th August 2021	Strong Consider
34	Aakash Anshu	aachaudhary@mitaoe.ac.in	8983304860	Male	Information Technology	MIT_9th August 2021	Strong Consider
35	Taha Mustafa Bohra	tahambohra@gmail.com	9823196905	Male	Information Technology	MIT_9th August 2021	Strong Consider
36	Ashish Anil Kale	aakale@mitaoe.ac.in	7057720215	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
37	Jayesh Arun Kasar	kasarjayesh2411@gmail.com	8856978124	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
38	Aditya Bulbule	adityab270900@gmail.com	8767467296	Male	Mechanical and Automation	MIT_9th August 2021	Strong Consider
39	Harshal Moreshwar Gharat	hmgharat@mitaoe.ac.in	8329546973	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
40	Nikhil Subhash Girmce	nsgirmce@mitaoe.ac.in	8308453848	Male	Chemical Engineering	MIT_9th August 2021	Strong Consider
41	Yash Mahesh Gaikwad	gyash083@gmail.com	7058970304	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
42	Pranev Dhulaji Shinde	pranavshinde311@gmail.com	9702239873	Male		MIT_9th August 2021	Strong Consider
43	Shivam Sanjay Kamble	sskamble@mitaoe.ac.in	7387726109	Male	Information Technology	MIT_9th August 2021	Strong Consider
44	Subham kumar Panda	subhampanda606@gmail.com	9337664046	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
45	Mahesh Shankar Ganganmale	ganganmale.mahesh@gmail.com	7261905513	Male		MIT_9th August 2021	Strong Consider
46	Hrishikesh Narayan Sonawane	hnsonawane@mitaoe.ac.in	7620225693	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
47	Rutvik Santaji Jadhav	rutvikjadhav444@gmail.com	9922653553	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
48	Prathamesh Nagesh Varshetti	pnvarshetti@mitaoe.ac.in	8668562427	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
49	Atharva Suhas Amrapurkar	heyatharva9@gmail.com	9804037171	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
50	Aashish Vijay Mali	aashishm588@gmail.com	9764892548	Male		MIT_9th August 2021	Strong Consider
51	Gulshan Kumar	gulshanchaudhary36@gmail.com	6201915924	Male	Electronics and Communication Engineering	MIT_9th August 2021	Strong Consider
52	Akshay Balu Tarate	abtarate@mitaoe.ac.in	9890405406	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
53	CHANDRABABU BRAHMAIAH GODASU	godasudad@gmail.com	9607342561	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
54	Hitesh Ajinath Vidhate	havidhate@mitaoe.ac.in	8805720731	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
55	alfred johnson	alfredjohnson03042000@gmail.com	7410185542	Male	Mechanical Engineering	MIT_9th August 2021	Strong Consider
56	Lokesh Nathu Patil	lamlokeshtpatil456@gmail.com	8085130183	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
57	Aniket Babarao Sonare	absonare@mitaoe.ac.in	8856970375	Male	Electronics & Telecommunications	MIT_9th August 2021	Strong Consider
58	Abhishek ashok jagtap	abhishekjagtap063@gmail.com	7498097258	Male	Computer Science & Engineering	MIT_9th August 2021	Strong Consider

Kindly do not allow the candidates to appear for other company drive as they are booked for DXC Technology.

*Offer will be based on audit clearance.

Thanks and Regards

Pragya Ban

University Hiring Lead: Talent Acquisition-India

DXC Technology

pban3@dxo.com

DXC.com | [Twitter](#) / [Facebook](#) / [Linkedln](#)



Fwd: Mu Sigma Offer data -MIT Pune

1 message

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

Sat, Mar 26, 2022 at 11:31 AM

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

From: **Keerthi M R** <Keerthi.MR@mu-sigma.com>

Date: Fri, Sep 24, 2021 at 1:29 PM

Subject: Offer data -MIT Pune

To: engg.placements@mitwpu.edu.in <engg.placements@mitwpu.edu.in>

Cc: Pooja Parthasarathy <Pooja.Parthasarathy@mu-sigma.com>

Greetings from Mu Sigma,

Hope this mail finds you well. I'm Keerthi from the Campus hiring team of Mu Sigma working alongside Pooja Parthasarathy.


We would like to thank you for all the support extended by you in making Campus hiring 2022 a success. We enjoyed evaluating bright and prospective hires for Mu Sigma from your esteemed college.

This is an update regarding the campus drive that happened on 28th Aug. We are glad to inform that the assessments are completed. PFA the list of students that are selected in the interview process. The offers will be sent to them today. They will have a week's time to accept the same and a link is provided on the email to accept the offer. Please guide them to follow the process and strictly stick to the deadlines.

Thanks & Regards,

www.mu-sigma.com

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 **MIT offer list.xlsx**
10K

Sno	Name	Personal Email ID
1	Rakesh Rama Sapkale	sapkalelahu4@gmail.com
2	Madura Bhatt	madurabhatt@gmail.com
3	Soham Jayesh Borawake	sohamborawake171@gmail.com
4	Gaurav Bhimraj Bagul	gbbagul2206@gmail.com
5	Hon Sanket Sanjay	sankethon98@gmail.com
6	Shivraj Sanjay Gursal	shivrajgursal@gmail.com
7	Samiran Bhattacharya	samiran0361@gmail.com
8	Kedar Somnath Dhongade	kd.chem.engg@gmail.com
9	Vinayak Arun Thote	vinayakthote932@gmail.com
10	Vaibhav Bhosale	vaibhavbhosale557@gmail.com
11	Dnyaneshwari Shriram Pacharne	dnyaneshwarip2803@gmail.com
12	Shriya Umre	shriya.umre@gmail.com

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Mu Sigma Offer data -MIT Pune

1 message

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

Sat, Mar 26, 2022 at 11:31 AM

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

From: **Keerthi M R** <Keerthi.MR@mu-sigma.com>

Date: Fri, Sep 24, 2021 at 1:29 PM

Subject: Offer data -MIT Pune

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Cc: Pooja Parthasarathy <Pooja.Parthasarathy@mu-sigma.com>

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Thanks & Regards,

www.mu-sigma.com

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 **MIT offer list.xlsx**
10K

314

Sno	Name	Personal Email ID
1	Rakesh Rama Sapkale	sapkalelahu4@gmail.com
2	Madura Bhatt	madurabhatt@gmail.com
3	Soham Jayesh Borawake	sohamborawake171@gmail.com
4	Gaurav Bhimraj Bagul	gbbagul2206@gmail.com
5	Hon Sanket Sanjay	sankethon98@gmail.com
6	Shivraj Sanjay Gursal	shivrajgursal@gmail.com
7	Samiran Bhattacharya	samiran0361@gmail.com
8	Kedar Somnath Dhongade	kd.chem.engg@gmail.com
9	Vinayak Arun Thote	vinayakthote932@gmail.com
10	Vaibhav Bhosale	vaibhavbhosal557@gmail.com
11	Dnyaneshwari Shriram Pacharne	dnyaneshwarip2803@gmail.com
12	Shriya Umre	shriya.umre@gmail.com



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

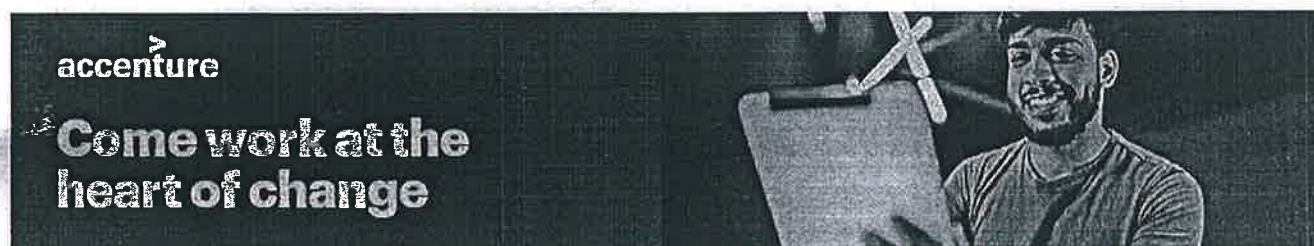
Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

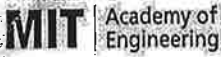
It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhad.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tejas Rajaram Shekar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822360	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotwal	Male	7030504977	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Narayan Chiljal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Akanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Priiti Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Prayanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015783	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abhar Ahernad Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Garneesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshavardhan Sanjay Vibhandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902333	Gaurav Ramdeen Sain	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903909	Sulay Dadabhau Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debasriyam Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Saimruddhi Ganesh Pattewar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiraman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Sheke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Salprasad Rajkumar Bongulwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harsheen Sartaj	Female	97977275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE



(317)
Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

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

Date: Fri, Dec 24, 2021 at 2:21 PM

Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

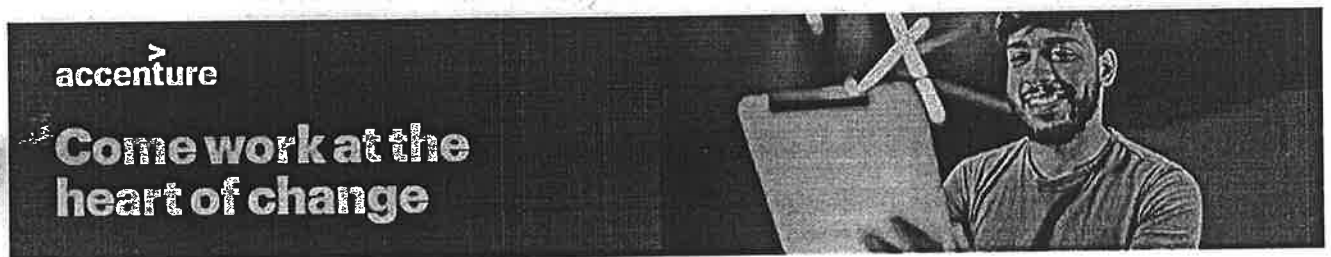
----- Forwarded message -----

From: Amith, Alfonse <alfonse.amith@accenture.com>

Date: Wed, Oct 20, 2021 at 10:27 AM

Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



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Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tejas Rajaram Sheelar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Korkwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Narayan Chillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Akanksha Rain Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Priti Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Priyanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abnar Ahemad Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387493919	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshvardhan Sanjay Vibhandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902333	Gaurav Randeep Sain	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903909	Sujay Dadabhai Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabhram Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903851	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Samruddhi Ganesh Patwar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiraman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shelke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bongulwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harshreen Sarai	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE



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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them; Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tejas Rajaram Shekar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Utam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Narayan Chitlaj	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Akanksha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Priya Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Priyanshu Bijn Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
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1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshvardhan Sanjiv Vithandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902333	Gaurav Ramdeen Sain	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
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1903579	Jayesh Anil Shimpi	Male	9150100188	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
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1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabhram Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
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1903851	Samiuddin Ganesh Pattewar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiraman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shelke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bonguwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harshreen Sartaj	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:07 P

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

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

Date: Fri, Dec 24, 2021 at 2:39 PM

Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: <Kaustubh.Thanawala@cognizant.com>

Date: Wed, Oct 13, 2021 at 12:40 PM

Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

To: <hemant.mali@mitwpu.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



**Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!**

After an exciting Hiring season, we are happy to share the most awaited **Final Consolidated Results** for the Interviews conducted for the **Campus GenC Elevate and GenC**.

Our heartiest congratulations to all the selected candidates & we look forward to onboard them into

1351686	Ritika Kumari	ritikanand2503@gmail.com	Maharashtra Institute of Technology, Pune	9158347803	GenC Select
1352541	Kanad Bhushan Dhok	kanaddhok1901@gmail.com	Maharashtra Institute of Technology, Pune	8883848366	GenC Select
1353153	vaibhav bhosale	vbhosale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9309943699	GenC Select
1353421	Soham Jayesh Borawake	1032180022@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	8888706929	GenC Select
1353802	Suyash Santosh Gugale	1032191746@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7887667146	GenC Select
1353959	shekhar chouhan	1032181665@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7006111025	GenC Select
1354024	payal vijaykumar shelke	1032181683@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9545280807	GenC Select
1362764	keshav kumar	kumar.keshav601@gmail.com	Maharashtra Institute of Technology, Pune	8839173842	GenC Select
1363057	Takshay Vikas Sayre	takshay28.sayre@gmail.com	Maharashtra Institute of Technology, Pune	9370546796	GenC Select
1367368	Rutesh Rajesh Badwalk	ruteshbadwalk545@gmail.com	Maharashtra Institute of Technology, Pune	9527477350	GenC Select
1367411	Anand Balaji Bharti	bhartianand0509@gmail.com	Maharashtra Institute of Technology, Pune	7448243619	GenC Select
1367471	Madura Manoj Bhatt	madurabhatt@gmail.com	Maharashtra Institute of Technology, Pune	7066351243	GenC Select
1367659	Akshay Dani	asdani@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8999035725	GenC Select
1368467	Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	Maharashtra Institute of Technology, Pune	9359080894	GenC Select
1375960	Athrav Manoj Jagtap	amjagtap@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8329309432	GenC Select
1377823	Rakesh Rama Sapale	rakeshsapale02@gmail.com	Maharashtra Institute of Technology, Pune	8329155347	GenC Select
1380113	Chaitanya Girish Dandekar	chaitanyadandekar123@gmail.com	Maharashtra Institute of Technology, Pune	7620083414	GenC Select
1380906	Ritik Gulab Janbandhu	ritikjanbandhu999@gmail.com	Maharashtra Institute of Technology, Pune	8928765411	GenC Select
1381555	Sumit nandu kale	1032191777@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9284045048	GenC Select
1385547	Rutuja Dilip Agashe	rutujaagashet16@gmail.com	Maharashtra Institute of Technology, Pune	7588286493	GenC Select
1385918	Manisha Prabhakar Kale	mpkale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7447897403	GenC Select
1391652	NISHANT PRAKASH	nishantprakash1234@gmail.com	Maharashtra Institute of Technology, Pune	9919150099	GenC Select
1392169	Mohit Jagrut Alone	mohitalone619@gmail.com	Maharashtra Institute of Technology, Pune	7447753557	GenC Select
1392969	Vishal Aniruddha Purkar	vishalpurkar100@gmail.com	Maharashtra Institute of Technology, Pune	7066900818	GenC Select
1395613	Mohammed Aquib Hanif Shaikh	aqubsh99@gmail.com	Maharashtra Institute of Technology, Pune	9011127269	GenC Select
1395746	Shantanu Pabitar	shantanupabitar@gmail.com	Maharashtra Institute of Technology, Pune	9325503779	GenC Select
1396968	Ujwal Sunilkumar Bhagat	bhagatuwalis@gmail.com	Maharashtra Institute of Technology, Pune	7798088617	GenC Select
1399331	Shatabdi Santosh Jankar	shatabdijankar412@gmail.com	Maharashtra Institute of Technology, Pune	7020412894	GenC Select
1399517	Mrunal Kumar Barapatre	mrunalb2609@gmail.com	Maharashtra Institute of Technology, Pune	9423229609	GenC Select
1401450	Aman Sunil Walke	walke016@gmail.com	Maharashtra Institute of Technology, Pune	9359628963	GenC Select
1402139	Paresh Agatrao Pawar	pawarparesh1399@gmail.com	Maharashtra Institute of Technology, Pune	9359814816	GenC Select
1405754	utkarsh ashok kumar dubey	utkarsh9880@gmail.com	Maharashtra Institute of Technology, Pune	9359228469	GenC Select
1406568	Rupali Bharat Patil	123cogrupali@gmail.com	Maharashtra Institute of Technology, Pune	8459176264	GenC Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9370935239	GenC Select
1411311	Shreyan Suresh Koshti	koshtishreyan1309@gmail.com	Maharashtra Institute of Technology, Pune	8408946169	GenC Select
1413596	Nikita Barman	nbarman1208@gmail.com	Maharashtra Institute of Technology, Pune	7086980977	GenC Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8806865121	GenC Select

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Mon, Jan 17, 2022 at 3:07 P

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

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

Date: Fri, Dec 24, 2021 at 2:39 PM

Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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From: <Kaustubh.Thanawala@cognizant.com>

Date: Wed, Oct 13, 2021 at 12:40 PM

Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

To: <hemant.mali@mitwpu.edu.in>

Cc: <Raunak.Chaudhary2@cognizant.com>

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Our heartiest congratulations to all the selected candidates & we look forward to onboard them into

1414539	Yaseen Yunus Sheikh	ysheikh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9049330420	Genc Select
1417161	Satyjeet Bhanudas Bhiradar	sbbiradar@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	8788471670	Genc Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	Genc Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com		Maharashtra Institute of Technology, Pune	7888035094	Genc Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370191239	Genc Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	Genc Select
1423325	Shrinivas Anil Phulwadkar	shrinivasphulwadkar@gmail.com		Maharashtra Institute of Technology, Pune	9021000195	Genc Select
1423992	dhyaneshwari shriam pacharne	dhyaneshwari2803@gmail.com		Maharashtra Institute of Technology, Pune	9112684636	Genc Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com		Maharashtra Institute of Technology, Pune	8275215713	Genc Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com		Maharashtra Institute of Technology, Pune	9130554135	Genc Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620236705	Genc Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com		Maharashtra Institute of Technology, Pune	7977269438	Genc Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com		Maharashtra Institute of Technology, Pune	9552518348	Genc Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com		Maharashtra Institute of Technology, Pune	7755906032	Genc Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com		Maharashtra Institute of Technology, Pune	7249292346	Genc Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in		Maharashtra Institute of Technology, Pune	7972207970	Genc Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in		Maharashtra Institute of Technology, Pune	7057246990	Genc Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com		Maharashtra Institute of Technology, Pune	7447613744	Genc Select
1460768	Suyash Nandkishor Shinde	snsinde253@gmail.com		Maharashtra Institute of Technology, Pune	7385727449	Genc Select
1461014	Piyush Jeevan Jagdale	pijagdale@gmail.com		Maharashtra Institute of Technology, Pune	9923529899	Genc Select
1461228	Shubhami Misra	shubhami27200@gmail.com		Maharashtra Institute of Technology, Pune	9711707410	Genc Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	Genc Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370009830	Genc Select
1467211	Pratik Singh	placement1032@gmail.com		Maharashtra Institute of Technology, Pune	6204465714	Genc Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com		Maharashtra Institute of Technology, Pune	8291578981	Genc Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com		Maharashtra Institute of Technology, Pune	9307846778	Genc Select
1481136	Vinayak Arun Thote	vinayakthote932@gmail.com		Maharashtra Institute of Technology, Pune	8208415381	Genc Select
1494636	kumar harsh	kumarharshrocks21@gmail.com		Maharashtra Institute of Technology, Pune	7991140212	Genc Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9146586119	Genc Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com		Maharashtra Institute of Technology, Pune	9420271050	Genc Select
1583668	Rahul Ravindra Tarte	rahult99@gmail.com		Maharashtra Institute of Technology, Pune	8104460198	Genc Select
1096503	Manas Saishekar Addepalli	manasaddepalli23@gmail.com		Maharashtra Institute of Technology, Pune	8956131254	Genc Select
1096097	Abhisangh Singh Arora	agorara@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7769848017	Genc Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620807898	Genc Select
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1108857	Sudarshan Shah	sudarshanshahpk@gmail.com		Maharashtra Institute of Technology, Pune	9024853565	Genc Select
1115120	Omkar Pandit Bhandare	ophbandare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7262063540	Genc Select

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Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

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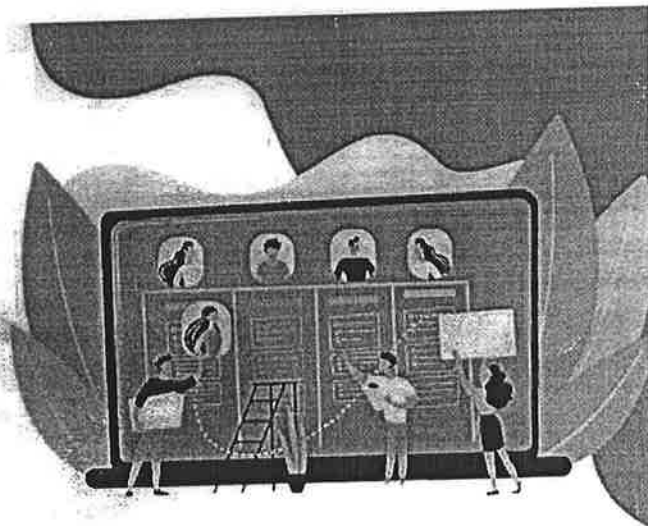
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Cc: <Raunak.Chaudhary2@cognizant.com>

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1351686	Ritika Kumari	ritikanand2503@gmail.com	Maharashtra Institute of Technology, Pune	9158347803	GenC Select
1352541	Kanad Bhushan Dhok	kanaddhok1901@gmail.com	Maharashtra Institute of Technology, Pune	8888348366	GenC Select
1353153	vaibhav bhosale	vbhosal@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9309943699	GenC Select
1353421	Soham Jayesh Borawake	1032180022@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	8888706929	GenC Select
1353802	Suyash Santosh Gugale	1032191746@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7887667146	GenC Select
1353959	shekhar chouthan	1032181665@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7006111025	GenC Select
1354024	payal vijaykumar shelke	1032181683@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9545280807	GenC Select
1362764	keshav kumar	kumar.keshav601@gmail.com	Maharashtra Institute of Technology, Pune	8839173842	GenC Select
1363057	Takshay Vikas Sayre	takshay8.sayre@gmail.com	Maharashtra Institute of Technology, Pune	9370546796	GenC Select
1367368	Rutesh Rajesh Badwaik	ruteshbadwaik545@gmail.com	Maharashtra Institute of Technology, Pune	9527477350	GenC Select
1367411	Anand Balaji Bharti	bhartianand0509@gmail.com	Maharashtra Institute of Technology, Pune	7448243619	GenC Select
1367471	Madura Manoj Bhatt	madurabhatt@gmail.com	Maharashtra Institute of Technology, Pune	7066351243	GenC Select
1367659	Akshay Dani	asdani@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8999035725	GenC Select
1368467	Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	Maharashtra Institute of Technology, Pune	9359080894	GenC Select
1375960	Athrav Manoj Jagtap	amjagtap@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8329309432	GenC Select
1377823	Rakesh Rama Sapkal	rakeshsapkal02@gmail.com	Maharashtra Institute of Technology, Pune	8329155347	GenC Select
1380113	Chaitanya Girish Dandekar	chaitanyadandekar123@gmail.com	Maharashtra Institute of Technology, Pune	7620083414	GenC Select
1380906	Ritik Gulab Janbandhu	ritikjanbandhu999@gmail.com	Maharashtra Institute of Technology, Pune	8928765411	GenC Select
1381555	Sumit nandu kale	1032191777@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9284045048	GenC Select
1385547	Rutuja Dilip Agashe	rutujaagash16@gmail.com	Maharashtra Institute of Technology, Pune	7588286493	GenC Select
1385918	Manisha Prabhakar Kale	mpkale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7447897403	GenC Select
1391652	NISHANT PRAKASH	nishantprakash1234@gmail.com	Maharashtra Institute of Technology, Pune	9919150099	GenC Select
1392169	Mohit Jagrut Alone	mohitalone619@gmail.com	Maharashtra Institute of Technology, Pune	7447753557	GenC Select
1392969	Vishal Aniruddha Purkar	vishalpurkar100@gmail.com	Maharashtra Institute of Technology, Pune	7066900818	GenC Select
1395613	Mohammed Aquib Hanif Shaikh	aquibsh99@gmail.com	Maharashtra Institute of Technology, Pune	9011127269	GenC Select
1395746	Shantanu Pabtiwar	shantanupabtiwar@gmail.com	Maharashtra Institute of Technology, Pune	9325503779	GenC Select
1396968	Ujwal Sunilkumar Bhagat	bhagatujiwals@gmail.com	Maharashtra Institute of Technology, Pune	7798088617	GenC Select
1399331	Shatabdi Santosh Jankar	shatabdijankar412@gmail.com	Maharashtra Institute of Technology, Pune	7020412894	GenC Select
1399517	Mrunal Kumar Barapate	mrunalb2609@gmail.com	Maharashtra Institute of Technology, Pune	9423229609	GenC Select
1401450	Aman Sunil Walke	walkead016@gmail.com	Maharashtra Institute of Technology, Pune	9359628963	GenC Select
1402139	Parash Agatrao Pawar	pawarparash1399@gmail.com	Maharashtra Institute of Technology, Pune	9359814816	GenC Select
1405754	utkarsh ashok kumar dubey	utkarshd80@gmail.com	Maharashtra Institute of Technology, Pune	9359228469	GenC Select
1406568	Rupali Bharat Patil	123cogrupali@gmail.com	Maharashtra Institute of Technology, Pune	8459176264	GenC Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9370935239	GenC Select
1411311	Shreyan Suresh Koshti	koshtishreyan1309@gmail.com	Maharashtra Institute of Technology, Pune	8408946169	GenC Select
1413596	Nikita Barman	nbarman1208@gmail.com	Maharashtra Institute of Technology, Pune	7086980977	GenC Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8806865121	GenC Select

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1417161	Satyjeet Bhanudas Biradar	sbbiradar@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	8788471670	GenC Select
1418204	Atharva Diwaker Kode	atharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohtiphadtare29@gmail.com		Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrinivasphulwadkar@gmail.com		Maharashtra Institute of Technology, Pune	9021000195	GenC Select
1423992	dryaneshwari shriram pacharne	dryaneshwarip2803@gmail.com		Maharashtra Institute of Technology, Pune	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com		Maharashtra Institute of Technology, Pune	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com		Maharashtra Institute of Technology, Pune	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srgghodmare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhari	nikhilikhari26@gmail.com		Maharashtra Institute of Technology, Pune	7977269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com		Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com		Maharashtra Institute of Technology, Pune	7755906032	GenC Select
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1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in		Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com		Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	snshinde253@gmail.com		Maharashtra Institute of Technology, Pune	7385727449	GenC Select
1461014	Piyush Jeevan Jagdale	pijagdale@gmail.com		Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhmani Misra	shubhmaniz7200@gmail.com		Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com		Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnawalawade1234@gmail.com		Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com		Maharashtra Institute of Technology, Pune	9307846778	GenC Select
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1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select

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1421767	Vallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
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1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	GenC Select
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(328)
Vikas Singh <vssingh@mitaoe>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

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Mon, Jan 17, 2022 at

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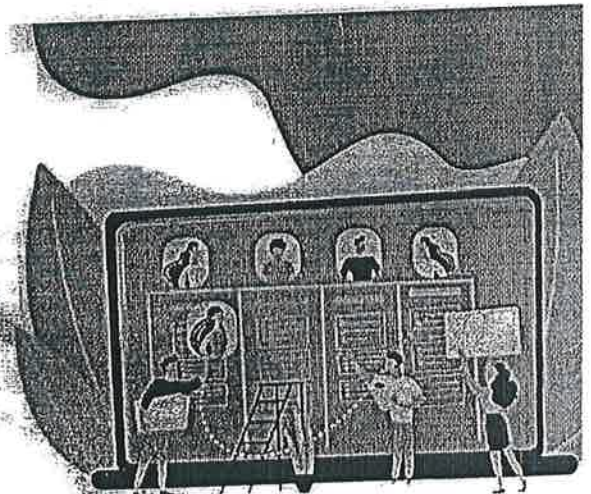
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To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

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1351686	Ritika Kumari	ritikanand2503@gmail.com	Maharashtra Institute of Technology, Pune	9158347803	Genc Select
1352541	Kanad Bhushan Dhok	kanaddhok1901@gmail.com	Maharashtra Institute of Technology, Pune	8888348366	Genc Select
1353153	vaibhav bhosale	vbhosal@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9309943699	Genc Select
1353421	Soham Jayesh Borawake	1032180022@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	8888706929	Genc Select
1353802	Suyash Santosh Gugale	1032191746@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7887667146	Genc Select
1353959	shekhar chouhan	1032181665@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7006111025	Genc Select
1354024	payal vijaykumar shelke	1032181683@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9545280807	Genc Select
1362764	keshav kumar	kumar.keshav601@gmail.com	Maharashtra Institute of Technology, Pune	8839173842	Genc Select
1363057	Takshay Vikas Sayre	takshay28.sayre@gmail.com	Maharashtra Institute of Technology, Pune	9370546796	Genc Select
1367368	Rutesh Rajesh Badwaik	ruteshbadwaik545@gmail.com	Maharashtra Institute of Technology, Pune	9527477350	Genc Select
1367411	Anand Balaji Bharti	bhartianand0509@gmail.com	Maharashtra Institute of Technology, Pune	7448243619	Genc Select
1367471	Madura Manoj Bhatt	madurabhatt@gmail.com	Maharashtra Institute of Technology, Pune	7066351243	Genc Select
1367659	Akshay Dani	asdani@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8999035725	Genc Select
1368467	Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	Maharashtra Institute of Technology, Pune	9359080894	Genc Select
1375960	Athrav Manoj Jagtap	amjagtap@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8329309432	Genc Select
1377823	Rakesh Rama Sapkal	rakeshsapkalr02@gmail.com	Maharashtra Institute of Technology, Pune	8329155347	Genc Select
1380113	Chaitanya Girish Dandekar	chaitanyadandekar123@gmail.com	Maharashtra Institute of Technology, Pune	7620083414	Genc Select
1380906	Ritik Gulab Janbandhu	ritikjanbandhu999@gmail.com	Maharashtra Institute of Technology, Pune	8928765411	Genc Select
1381555	Sumit nandu kale	1032191777@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9284045048	Genc Select
1385547	Rutuja Dilip Agashe	rutujaagash@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7588286493	Genc Select
1385918	Manisha Prabhakar Kale	mpkale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7447897403	Genc Select
1391652	NISHANT PRAKASH	nishantprakash1234@gmail.com	Maharashtra Institute of Technology, Pune	9919150099	Genc Select
1392169	Mohit Jagrut Alone	mohitalone619@gmail.com	Maharashtra Institute of Technology, Pune	7447753557	Genc Select
1392969	Vishal Aniruddha Purkar	vishalpurkar100@gmail.com	Maharashtra Institute of Technology, Pune	7066900818	Genc Select
1395613	Mohammed Aquib Hanif Shaikh	aquibsh99@gmail.com	Maharashtra Institute of Technology, Pune	9011127269	Genc Select
1395746	Shantanu Pabtiwar	shantanupabtiwar@gmail.com	Maharashtra Institute of Technology, Pune	9325503779	Genc Select
1396968	Ujwal Sunilkumar Bhagat	bhagatujiwals@gmail.com	Maharashtra Institute of Technology, Pune	7798088617	Genc Select
1399331	Shatabdi Santosh Jankar	shatabdijankar412@gmail.com	Maharashtra Institute of Technology, Pune	7020412894	Genc Select
1399517	Mrunal Kumar Barapatre	mrunalb2609@gmail.com	Maharashtra Institute of Technology, Pune	9423229609	Genc Select
1401450	Aman Sunil Walke	walkea016@gmail.com	Maharashtra Institute of Technology, Pune	9359628963	Genc Select
1402139	Parash Agatrao Pawar	pawarparash1399@gmail.com	Maharashtra Institute of Technology, Pune	9359814816	Genc Select
1405754	utkarsh ashok kumar dubey	utkarshd980@gmail.com	Maharashtra Institute of Technology, Pune	9359228469	Genc Select
1406568	Rupali Bharat Patil	123cogrupali@gmail.com	Maharashtra Institute of Technology, Pune	8459176264	Genc Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9370935239	Genc Select
1411311	Shreyan Suresh Koshti	koshtishreyan1309@gmail.com	Maharashtra Institute of Technology, Pune	8408946169	Genc Select
1413596	Nikita Barman	nbarman1208@gmail.com	Maharashtra Institute of Technology, Pune	7086980977	Genc Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8806865121	Genc Select

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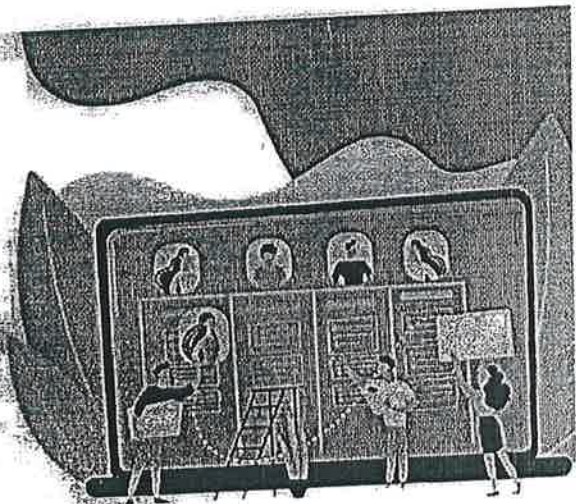
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1414539	Yaseen Yunus Sheikh	ysyheikh@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9049330420	Genc Select
1417161	Satyjeet Bhanudas Biradar	sbiradar@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8788471670	Genc Select
1418204	Atharva Diwaker Kode	atharvakode106@gmail.com	Maharashtra Institute of Technology, Pune	8237814222	Genc Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com	Maharashtra Institute of Technology, Pune	7888035094	Genc Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9370191239	Genc Select
1421767	Vallesh Laxmikant Mone	ylmone@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9172758903	Genc Select
1423325	Shrinivas Anil Phuiwadar	shrinivasphuiwadar@gmail.com	Maharashtra Institute of Technology, Pune	9021000195	Genc Select
1423992	dhyaneshwari shriram pacharne	dhyaneshwarip2803@gmail.com	Maharashtra Institute of Technology, Pune	9112684636	Genc Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com	Maharashtra Institute of Technology, Pune	8275215713	Genc Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com	Maharashtra Institute of Technology, Pune	9130554135	Genc Select
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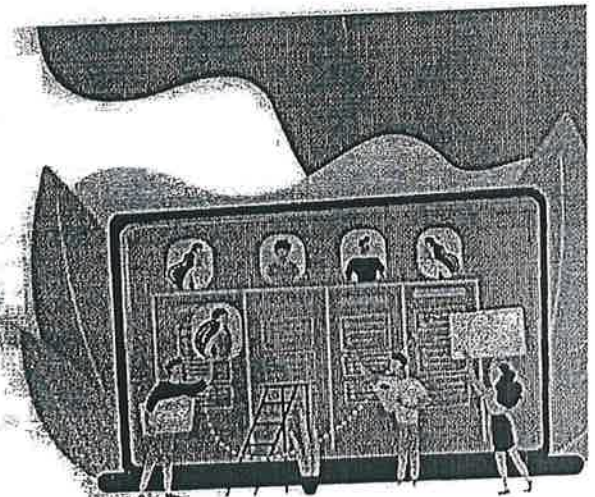
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1418204	Attharva Diwakar Kode	attharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com		Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrivivasphulwadkar@gmail.com		Maharashtra Institute of Technology, Pune	9021000195	GenC Select
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To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

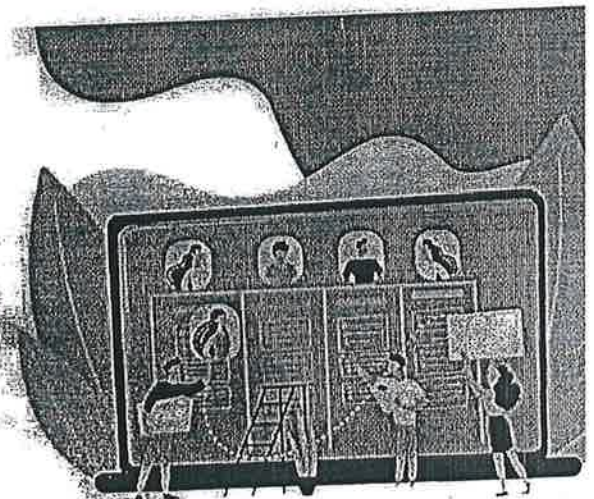
Forwarded message

From: <Kaustubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!

After an exciting Hiring season, we are happy to share the most awaited Final Consolidated Results for the Interviews conducted for the Campus GenC Elevate and GenC.

Our heartiest congratulations to all the selected candidates & we look forward to onboard them

1351686	Ritika Kumari	ritikanand2503@gmail.com	Maharashtra Institute of Technology, Pune	9158347803	GenC Select
1352541	Kanad Bhushan Dhok	kanaddhok1901@gmail.com	Maharashtra Institute of Technology, Pune	8888348366	GenC Select
1353153	Vaibhav bhosale	vnbhosale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9309943699	GenC Select
1353421	Soham Jayesh Borawake	1032180022@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	8888706929	GenC Select
1353802	Suyash Santosh Gugale	1032191746@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7887667146	GenC Select
1353959	Shekar chouhan	1032181665@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7006111025	GenC Select
1354024	payal vijaykumar shelke	1032181683@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9545280807	GenC Select
1362764	keshav kumar	kumar.keshav501@gmail.com	Maharashtra Institute of Technology, Pune	8839173842	GenC Select
1363057	Takshay Vikas Sayre	takshay28.sayre@gmail.com	Maharashtra Institute of Technology, Pune	9370546796	GenC Select
1367368	Rutesh Rajesh Badwaik	ruteshbadwaik545@gmail.com	Maharashtra Institute of Technology, Pune	9527477350	GenC Select
1367411	Anand Balaji Bharti	bhartianand509@gmail.com	Maharashtra Institute of Technology, Pune	7448243619	GenC Select
1367471	Madura Manoj Bhatt	madurabhatt@gmail.com	Maharashtra Institute of Technology, Pune	7066351243	GenC Select
1367659	Akshay Dani	asdani@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8999035725	GenC Select
1368467	Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	Maharashtra Institute of Technology, Pune	9359080894	GenC Select
1375960	Athrav Manoj Jagtap	amjagtap@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8329309432	GenC Select
1377823	Rakesh Rama Sappale	rakeshspkaler02@gmail.com	Maharashtra Institute of Technology, Pune	8329155347	GenC Select
1380113	Chaitanya Girish Dandekar	chaitanyadandekar123@gmail.com	Maharashtra Institute of Technology, Pune	7620083414	GenC Select
1380906	Ritik Gulab Janbandhu	ritikjanbandhu999@gmail.com	Maharashtra Institute of Technology, Pune	8928765411	GenC Select
1381555	Sumit nandu kale	1032191777@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9284045048	GenC Select
1385547	Rutuja Dilip Agashe	rutujaagashel6@gmail.com	Maharashtra Institute of Technology, Pune	7588286493	GenC Select
1385918	Manisha Prabhakar Kale	mpkale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7447897403	GenC Select
1391652	NISHANT PRAKASH	nishantprakash1234@gmail.com	Maharashtra Institute of Technology, Pune	9919150099	GenC Select
1392169	Mohit Jagrut Alone	mohitalone619@gmail.com	Maharashtra Institute of Technology, Pune	7447753557	GenC Select
1392969	Vishal Aniruddha Purkar	vishalpurkar100@gmail.com	Maharashtra Institute of Technology, Pune	7066900818	GenC Select
1395613	Mohammed Aquib Hanif Shaikh	aquibsh99@gmail.com	Maharashtra Institute of Technology, Pune	9011127269	GenC Select
1395746	Shantanu Pabitar	shantanupabitar@gmail.com	Maharashtra Institute of Technology, Pune	9325503779	GenC Select
1396968	Ujwal Sunilkumar Bhagat	bhagatujiwals@gmail.com	Maharashtra Institute of Technology, Pune	7798088617	GenC Select
1399331	Shatabdi Santosh Jankar	shatabdijankar412@gmail.com	Maharashtra Institute of Technology, Pune	7020412894	GenC Select
1399517	Mrunal Kumar Barapatre	mrunalb2609@gmail.com	Maharashtra Institute of Technology, Pune	9423229609	GenC Select
1401450	Aman Sunil Walke	walkeao16@gmail.com	Maharashtra Institute of Technology, Pune	9359628963	GenC Select
1402139	Pareesh Agatrao Pawar	pawarpareesh1399@gmail.com	Maharashtra Institute of Technology, Pune	9359814816	GenC Select
1405754	utkarsh ashok kumar dubey	utkarshd980@gmail.com	Maharashtra Institute of Technology, Pune	9359228469	GenC Select
1406568	Rupali Bharat Patil	123cogrupali@gmail.com	Maharashtra Institute of Technology, Pune	8459176264	GenC Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9370935239	GenC Select
1411311	Shreyan Suresh Koshti	koshtishreyan1309@gmail.com	Maharashtra Institute of Technology, Pune	8408946169	GenC Select
1413596	Nikita Barman	nbarman1208@gmail.com	Maharashtra Institute of Technology, Pune	7086980977	GenC Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8806865121	GenC Select



(332)
Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at

Forwarded message

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

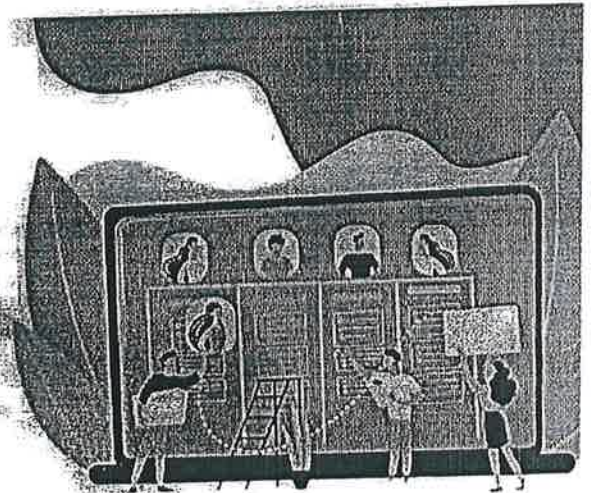
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Cognizant

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Our heartiest congratulations to all the selected candidates & we look forward to onboard them

1414539	Yaseen Yunus Sheikh	mysheikh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9049330420	GenC Select
1417161	Satyjeet Bhanudas Bradar	sbtiradar@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	8788471670	GenC Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com		Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Yallesh laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrivivasphulwadkar@gmail.com		Maharashtra Institute of Technology, Pune	9021000195	GenC Select
1423992	dhyaneshwari shriram pacharne	dhyaneshwarip2803@gmail.com		Maharashtra Institute of Technology, Pune	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com		Maharashtra Institute of Technology, Pune	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com		Maharashtra Institute of Technology, Pune	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com		Maharashtra Institute of Technology, Pune	7977269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com		Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com		Maharashtra Institute of Technology, Pune	7755906032	GenC Select
1454211	Soham Chandrakant Bhusari	xyellus10007@gmail.com		Maharashtra Institute of Technology, Pune	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@nitwpu.edu.in		Maharashtra Institute of Technology, Pune	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in		Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com		Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	sushinde253@gmail.com		Maharashtra Institute of Technology, Pune	7385727449	GenC Select
1461014	Piyush Jeewan Jagdale	pijagdale@gmail.com		Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhami Misra	shubhami27200@gmail.com		Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com		Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com		Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com		Maharashtra Institute of Technology, Pune	9307846778	GenC Select
1481136	Vinayak Arun Thote	vinayaktthote932@gmail.com		Maharashtra Institute of Technology, Pune	8208415381	GenC Select
1494636	Kumar harsh	kumarharshrocks21@gmail.com		Maharashtra Institute of Technology, Pune	7991140212	GenC Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9146586119	GenC Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com		Maharashtra Institute of Technology, Pune	9420271050	GenC Select
1583668	Rahul Ravindra Tarte	rahulrt99@gmail.com		Maharashtra Institute of Technology, Pune	8104460198	GenC Select
1096503	Manas Saishekar Addepalli	manasaddepalli23@gmail.com		Maharashtra Institute of Technology, Pune	8956131254	GenC Select
1096097	Abhisangh Singh Arora	agarora@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7769848017	GenC Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620807898	GenC Select
1104872	Nikhil Parshuram Marathe	marathe2681@gmail.com		Maharashtra Institute of Technology, Pune	7448015773	GenC Select
1108857	Sudarshan Shah	sudarshanshahpk@gmail.com		Maharashtra Institute of Technology, Pune	9024853565	GenC Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select

Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:36 PM
Subject: Fwd: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Lakshmi Nair Rajesh (Human Resources) <lakshmi.rajesh@wipro.com>
Date: Mon, Oct 4, 2021 at 4:10 PM
Subject: RE: MIT-WPU,Pune: Wipro Campus Hiring Update | Elite On-Campus FY'22 (Final Selects)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: hemant.mali@mitcoe.edu.in <hemant.mali@mitcoe.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>



Wipro | Campus Hiring Update – Elite On Campus

Maharashtra Institute of Technology.

32	4106	Shubham Navnath Taware	Maharashtra Institute of Technology, F	Department of Engineering	Mechanical
33	1.2E+08	Yash Subhash Gaikwad	Maharashtra Institute of Technology, F	Department of Engineering	Computer Science
34	1.2E+08	Kuddusiya Ayub Shaikh	Maharashtra Institute of Technology, F	Department of Engineering	Electronics and Telecommunication Engineering
35	1.2E+08	Ritik Bharat Patil	Maharashtra Institute of Technology, F	Department of Engineering	Information Technology
36	1.2E+08	Omkar Ashok Lipare	Maharashtra Institute of Technology, F	Department of Engineering	Chemical Engineering



334

Rudder Analytics Private Limited,
303, Deron Heights,
Baner Road, Baner,
Pune – 411045, Maharashtra

Private & Confidential

10th January 2022

OFFER LETTER

Dear Aryan,

Subsequent to the meetings you had with us, we are pleased to make an offer of employment to you as **Associate Analyst (A1)**.

Your starting annual cost to company (CTC) will be **INR 4,20,000 /- (INR Four Lakh Twenty Thousand Only)** per annum post confirmation. This includes a performance-linked Variable Pay of INR 42,000. This Variable Pay Component will be payable based on your performance and overall company performance, and that you being on the rolls of the company at the date of disbursement.

You will be on a probation for a period of six months from the date of joining, which is liable for extension at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. The compensation during the probation period would be INR 18,000/- (INR Eighteen Thousand Only) per month.

Joining Bonus of INR 60,000/- (INR Sixty Thousand Only) will be paid out in four equal parts after the end of every three months from the date of joining.

Either party can terminate this employment agreement by providing a notice period of 90 days to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be of 30 days during the probation period.

This offer is subject to your satisfactory background verification. Your retention in Company's employment will be subject to your continued medical fitness. Company reserves the right to ask you to undergo medical examination if and when considered necessary.

A compulsory online training program will be rolled out after your acceptance of the offer, and this program will run in parallel with your current academic schedule. Considering your academic commitments, ample time will be provided for completion of the program. Successful completion of the program is a pre-requisite for joining the company, and any negligence or non-compliance with instructions regarding the training, may result in cancellation of the offer extended to you.

You are requested to confirm the receipt and acceptance of your offer in writing, failing which the offer extended to you, stands cancelled. Your initial place of work shall be at our **Pune office** and your date of joining will be informed to you in due time. In case of temporary work-from-home situation, you will be informed accordingly.

The components of your salary are provided in Annexure - A and would be governed by the company policy.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual admiration.

Warm regards,
Human Resources - Rudder Analytics

Annexure - A

Name: Aryan Vaisnav		
Designation: Associate Analyst(A1)		
Location: Pune		
Date of Joining: TBD		
	Per Month (INR)	Annual (INR)
Basic	12,250	1,47,000
Housing Rent Allowance	4,900	58,800
Leave Travel Allowance	2,000	24,000
Other Allowance	9,909	1,18,903
Total Fixed Pay (A)	29,059	3,48,703
Variable Pay (B)		42,000
Cost to Company (A+B)	29,059	3,90,703
Benefits:		
Employer Contribution to PF	1,470	17,640
Gratuity	589	7,068
Employer Contribution to ESI	-	-
Medical Insurance	382	4,589
Total Benefits (C)	2,441	29,297
Total Cost to Company (A+B+C)	31,500	4,20,000
<p>NOTES:</p> <p>Variable Pay: Variable Pay specified in the CTC is at a 100% payout amount. Variable Pay is linked to employee performance and the Company performance and is paid out on a pro-rata basis on completion of annual performance review. Employee will be eligible for the variable pay after completing a minimum 6 months of service from the date of employment confirmation and on being an active employee and not on the notice period at the date of disbursement.</p> <p>Probation: Employee will be deemed to be on probation in the services of the Company until confirmed in writing. The initial period of probation is six months from the date of joining, which may be extended by the management at its sole discretion.</p> <p>Appraisal Eligibility: Employee will be eligible for appraisal after serving for a minimum six months period after employment confirmation.</p> <p>Medical Insurance: Employee will be eligible to be covered under the existing group insurance of the Company.</p> <p>Gratuity: Gratuity shall apply as per the 'Gratuity Act 1972'.</p> <p>Company reserves right to modify the salary structure from time to time at its sole discretion.</p>		

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Fwd: Nielsen Iq_Final Selection List-MIT WPU 2022

2 messages

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

Sat, Mar 26, 2022 at 10:59 AM

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

From: **Harsha Dubey** <Harsha.Dubey.intern@nielseniq.com>

Date: Tue, Feb 8, 2022 at 1:09 PM

Subject: Final Selection List-MIT WPU

To: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>

Cc: arjun.kale@mitwpu.edu.in <arjun.kale@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Placement Coordinator,

We wish to inform you that we have selected the below mentioned students from your Campus.

Congratulations to:

Candidate Name	Candidate Email ID
Jayesh Anurag Laddha	jladdha26@gmail.com
Harshita Khatri	khatriharshita5@gmail.com
Devshree R Walunj	gswati185@gmail.com
Ananya Singh	1152190251@mitwpu.edu.in
Anant Singh	antvikramsingh2408@gmail.com
kriti sree	kritisree06092002@gmail.com
Yash Karambelkar	yashk9901@gmail.com
Prachi Jawale	jawaleprachi1419@gmail.com
Anusha Datta	anushadatta2001@gmail.com
Babel Akash Anil	aababel@mitaoe.ac.in

Rishi Gupta	rishigupta204@gmail.com
Rutuja Darade	rsdarade@mitaoe.ac.in
Vaishnav Poojary	vaishnavpoojary10@gmail.com
Akshata Singh	manoj Singh3001@rediffmail.com
Pooja Dosi	Pmdosi@mitaoe.ac.in

We are going to onboard them into batches. Hence, few of them will have their DOJ as 21st Feb and others in April.

We thank you for your continuous support during this drive.

Thanks

Kind Regards,

Harsha Dubey

Human Resource

(Pronouns: She/Her)

"Click here to know about your Employee Benefits policies"



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

Thu, Apr 21, 2022 at 3:03 PM

[Quoted text hidden]

Fwd: Nielsen Iq_Final Selection List-MIT WPU 2022

2 messages

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

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Subject: Final Selection List-MIT WPU

To: Dr. Ketaki Kulkarni <varsha.kulkarni@mitwpu.edu.in>

Cc: arjun.kale@mitwpu.edu.in <arjun.kale@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Placement Coordinator,

We wish to inform you that we have selected the below mentioned students from your Campus.

Congratulations to:

Candidate Name	Candidate Email ID
Jayesh Anurag Laddha	jladdha26@gmail.com
Harshita Khatri	khatriharshita5@gmail.com
Devshree R Walunj	gswati185@gmail.com
Ananya Singh	1152190251@mitwpu.edu.in
Anant Singh	antvikramsingh2408@gmail.com
kriti sree	kritisree06092002@gmail.com
Yash Karambelkar	yashk9901@gmail.com
Prachi Jawale	jawaleprachi1419@gmail.com
Anusha Datta	anushadatta2001@gmail.com
Babel Akash Anil	aababel@mitaoe.ac.in

Rishi Gupta	rishigupta204@gmail.com
Rutuja Darade	rsdarade@mitaoe.ac.in
Vaishnav Poojary	vaishnavpoojary10@gmail.com
Akshata Singh	manoj Singh3001@rediffmail.com
Pooja Dosi	Pmdosi@mitaoe.ac.in

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Human Resource

(Pronouns: She/Her)

"Click here to know about your Employee Benefits policies"



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

Thu, Apr 21, 2022 at 3:03 PM

[Quoted text hidden]



Worley India Private Limited
(formerly Jacobs Engineering India Private Limited)
New Energy House, Ramkrishna Mandir Road,
Kondivita, Andheri (East)
Mumbai – 400059

Telephone: +91.22.26812000
Fax: +91.22.28208295

worley.com
Ref No: WIPL/GET/2022/56

10 March 2022

Ms. Laxmi Mahesh Shaha
MIT Pune

Dear Laxmi,

Further to your participation in our campus engagement process and the subsequent discussion you had with us, we are pleased to offer you an opportunity to undergo training, as a **Graduate Engineer Trainee**, in our organization, with a stipend of **INR 33,300** per month (Rupees Thirty-Three Thousand Three Hundred only). You are assigned to **Process** department at our **Gigaplex - Navi Mumbai** office. This 12-month program would start in July/August 2022. We will confirm the same closer to the date.

On the day of onboarding, kindly bring along with you necessary certificates in original to enable us to check your date of birth and qualifications for verification. Please also bring 1 stamp size and 2 passport size photographs.

This offer is valid subject to medical fitness and background verification clearance. Your formal letter will be issued to you within a week of your joining.

The Company fully reserves the right to terminate your participation in the program in future if the information/ documents provided by you are found to be discrepant.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

Yours faithfully,

Laxmikant Prabhu
Director – Talent Acquisition

I hereby accept this offer on the terms and conditions set out in this letter.

NAME

SIGNATURE

DATE

2022 Batch
Chemical-Branch



338

Worley India Private Limited
(formerly Jacobs Engineering India Private Limited)
New Energy House, Ramkrishna Mandir Road,
Kondivita, Andheri (East)
Mumbai – 400059

Telephone: +91.22.26812000
Fax: +91.22.28208295

worley.com
Ref No: WIPL/GET/2022/55

10 March 2022

Ms. Priti Shankar Kale
MIT Pune

Dear Priti,

Further to your participation in our campus engagement process and the subsequent discussion you had with us, we are pleased to offer you an opportunity to undergo training, as a **Graduate Engineer Trainee**, in our organization, with a stipend of **INR 33,300** per month (Rupees Thirty-Three Thousand Three Hundred only). You are assigned to **Process** department at our **Gigaplex - Navi Mumbai** office. This 12-month program would start in July/August 2022. We will confirm the same closer to the date.

On the day of onboarding, kindly bring along with you necessary certificates in original to enable us to check your date of birth and qualifications for verification. Please also bring 1 stamp size and 2 passport size photographs.

This offer is valid subject to medical fitness and background verification clearance. Your formal letter will be issued to you within a week of your joining.

The Company fully reserves the right to terminate your participation in the program in future if the information/ documents provided by you are found to be discrepant.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

Yours faithfully,

Laxmikant Prabhu
Director – Talent Acquisition

I hereby accept this offer on the terms and conditions set out in this letter.

NAME

SIGNATURE

DATE

Fwd: MIT-WPU,Pune: Shortlisted for Aker Solutions_2022

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:09 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 12:00 PM
Subject: Fwd: MIT-WPU,Pune: Shortlisted for Aker Solutions_2022
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Koli, Rakhi** <Rakhi.Chaudhari@akersolutions.com>
Date: Thu, Nov 11, 2021 at 4:11 PM
Subject: RE: MIT-WPU,Pune: Shortlisted for Aker Solutions_2022
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Phatak, Yash <Yash.Phatak@akersolutions.com>, Sanyasi, Janhavi <Janhavi.Sanyasi@akersolutions.com>

Hi Prof. Hemant,

Mentioned below student shortlisted of Trainee 2022 for Civil. We will send offer and coordinate directly to the students for further procedure.

Name	Degree	Specializations	College
Manisha Patole	B.Tech.	Civil	MIT
Suvarna Yewale	B.Tech.	Civil	MIT

Rakhi Koli
HR Operations
Aker Solutions

Tel: +912266915545

rakhi.chaudhari@akersolutions.com | www.akersolutions.com

Aker Powergas Pvt. Ltd.

Visiting address: Powergas House, i-Think Techno Campus, Kanjurmarg (East), Mumbai - 400042, Maharashtra, India
Registered in India, registration no. U74210MH1973 PTC 016253



If we cannot do a job safely, without harm to people
or the environment, we will **not** do the job.



342



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: MIT-WPU,Pune: Shortlisted for Aker Solutions_2022

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
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Date: Thu, Nov 11, 2021 at 4:11 PM
Subject: RE: MIT-WPU,Pune: Shortlisted for Aker Solutions_2022
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Phatak, Yash <Yash.Phatak@akersolutions.com>, Sanyasi, Janhavi <Janhavi.Sanyasi@akersolutions.com>

Hi Prof. Hemant,

Mentioned below student shortlisted of Trainee 2022 for Civil. We will send offer and coordinate directly to the students for further procedure.

Name	Degree	Specializations	College
Manisha Patole	B.Tech.	Civil	MIT
Suvarna Yewale	B.Tech.	Civil	MIT

Rakhi Koli
HR Operations
Aker Solutions

Tel: +912266915545
rakhi.chaudhari@akersolutions.com | www.akersolutions.com

Date: 17-Jan-2022

To,
Dear Mr./Ms. **Babalu Tarachand Gahire**

Subject: SEED Training Program Appointment Letter

Dear Babalu,

This is with reference to your application for training with us, and the subsequent selection process, we are pleased to extend to you "SEED - Skill Enhancement & Employee Development" (Specialized & Exclusive training program by Indovance Private Limited) Program confirming your training with **Indovance Private Limited** (the "Company"). Throughout the program, you will be designated as "**Trainee – Civil Engineer**" in "**Civil**" Department.

1. **Date of Joining:** Your date of joining is **17-Jan-2022** and the duration of the training would be **3 - 5 Months subject to completion of training**. During this training period, you are expected to devote your time and efforts solely to Company's work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
2. **Location:** Your training will be conducted at the Company office located at Narhe, Pune. You understand that a part of the training may be conducted remotely from your home. For such training conducted remotely from home, the Company will issue required hardware, software and other infrastructure that will be required to complete the training & you will be required to come to office for your training/ office work anytime as demanded by company. You will be required to execute a separate document as required by the Company that will govern the terms and conditions of the training conducted remotely.
3. **Working Days, Hours and Leave:** You will be expected to work from Monday through Saturday from **9 AM to 7 PM**. The Company observes Sunday as weekly off.
4. **Stipend:** You will be paid **INR 10,000** (Rupees Ten Thousand Only) per month as stipend after deducting all applicable taxes. You will be additionally provided with lunch as a subsidy while working from office. As a Trainee you are not an employee of the Company and you will not receive any of the employee benefits that regular Company employee receive, including but not limited to health insurance/benefits, holiday pay, vacation pay, sick leave, retirement benefits etc. All the office related expenses (phone calls, internet etc., if any) would be reimbursed based on the approval process followed in the Company that will be communicated to you separately.
5. **No Lien on Employment:** This training shall not confer any right or entitlement for claiming absorption against any regular vacancies. However, upon successful completion of training, the Company may offer you regular employment or employment on ad hoc basis. Such subsequent offer will be communicated to you in writing by the Company.

If the Company extends the employment offer to you, you agree and understand that the Company will incur significant opportunity cost in your coaching/training, certification and induction of you on the



business processes, which cost has been contemplated and identified as **INR 1,00,000 (Rupees One Lakh Only)** and has already been explained to you by the Company and includes but are not limited to the following elements ("**Expenses**"):

- i) Travelling expenses, lodging costs, in-house, on site, instructor time, computers, software costs, setting up and maintenance of special and general facilities for the training and for subsequent on the job skill enhancements.
- ii) Management time given for training and handholding you to train on this new platform.
- iii) Tentative break-down of the cost incurred while training is as follows:
 - a. Associate Salary (three months)
 - b. Training Content/Material
 - c. Trainer's Cost
 - d. Infrastructure Cost
 - e. Experimental training Cost
 - f. Recruitment Cost

You are further aware that in event of not completing the training/coaching contemplated or leaving the Company before serving the stipulated training as covered in the course of your training, the Company would without option be constrained once again to incur similar expenses, which would be the direct result of and attributable to you leaving the Company. In this case, in order to offset all the aforementioned Expenses, you agree and undertake to serve the Company continuously for a minimum period of **eighteen (18) months** from the date of commencement of your SEED Training Program followed by your employment as an employee with the Company ("**Service Commitment**"). Please note, your onboard employment should be minimum of **fifteen (15) months**.

Irrespective of the termination rights provided under the SEED Training Program, if you leave the training of the Company voluntarily or bring about a situation by committing misconduct, compelling the Company to terminate your training or subsequent employment (subject to your successful completion of the training period), prior to the Service Commitment, you will be liable to pay to the Company, by way of liquidated damages, an amount equivalent to the Expenses incurred by the Company within seven (7) days from your last working day with the Company or within such period as may be decided by the Company.

6. **Termination:** The Company may terminate this association at any time with or without assigning any reason by giving fifteen (15) days prior written notice.
7. **Confidentiality:** You may have access to the trade secrets and confidential business information belonging to the Company. You acknowledge that you must keep all the trade secrets and confidential information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company without prior discussion and approval from your mentor. The Company operates on zero tolerance principle with regard to any breach of confidentiality and data security guidelines. At the completion of the training, you are expected to hand over all the Company's property, equipment, documents, work/data to your mentor.
8. **Ownership of Intellectual Property:** During the course of your training, you may conceive of, discover, invent or create inventions, improvements, new contributions, literary property, material, ideas and discoveries, whether patentable or copyrightable or not ("**Work Product**"), and all such Work Product shall belong exclusively to the Company, who shall be entitled to all right, interest, profits or benefits in respect thereof.

9. Consent Regarding Personal Data:

- a) You hereby understand and consent to Company, without any reservations, to (i) collect any of your personal data, (ii) use or process such data in connection with your training Period with the Company or any matters arising from such training.
- b) You shall inform any change in your postal address or email address, immediately; failing which communication to your present postal, email address shall be construed as valid communication.

10. **Exclusive Training:** During the training period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the Company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.

11. **Conduct:** You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect. You shall be governed by all the applicable Company rules, regulations, policies, procedures and notices that are in force currently and that may come into force from time to time.

12. **Governing Laws:** This Offer Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.

13. **Offer Validity:** Kindly confirm the acceptance of the SEED Training Program in writing on or before **11-Jan-2022** to Human Resources, failing which the offer stands automatically withdrawn thereafter, unless the offer validity date is extended and communicated to you in writing or via email. This SEED Training Program supersedes all prior communications - written and oral with you, if any in this regard.

We hope your association with the Company will be successful and rewarding.

Please indicate your acceptance of this offer by signing below and returning it to the undersigned. If you have any questions, please contact, do not hesitate to contact undersigned.

Thanking you,

For Indovance Private Limited,

Aditi Nishant
Gadkari

Aditi Gadkari

Chief Operations Officer
Indovance Private Limited

Digitally signed by Aditi Nishant Gadkari
DN: cn=Aditi Nishant Gadkari,
2.5.4.20=Aditi Nishant Gadkari, o=Indovance Private Limited,
postalCode=411001, st=Maharashtra,
serialNumber=10000000000000000000, cn=Aditi
Nishant Gadkari
Date: 2022.01.11 09:22:11 +05'10



01 / 11 / 2022





2022 Batch
CIVIL-Bongal



Audit Trail

TITLE	SEED Appointment Letter - Babalu_Gahire
FILE NAME	Babalu Gahire - Civil.pdf
DOCUMENT ID	495065b86e51b9c2a340644f4ff073affa6ca5bd
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Completed

Document History

 SENT	01 / 11 / 2022 12:06:27 UTC+5.5	Sent for signature to Babalu Gahire (gahirebabalu123@gmail.com) from mandar.deshmukh@indovance.com IP: 103.120.250.57
 VIEWED	01 / 11 / 2022 12:34:44 UTC+5.5	Viewed by Babalu Gahire (gahirebabalu123@gmail.com) IP: 106.220.149.98
 SIGNED	01 / 11 / 2022 12:44:44 UTC+5.5	Signed by Babalu Gahire (gahirebabalu123@gmail.com) IP: 106.220.149.98
 COMPLETED	01 / 11 / 2022 12:44:44 UTC+5.5	The document has been completed.

Date: 17-Jan-2022

To,

Dear Mr./Ms. Shamal Nagorao Vasatkar

Subject: SEED Training Program Appointment Letter

Dear Shamal,

This is with reference to your application for training with us, and the subsequent selection process, we are pleased to extend to you "SEED - Skill Enhancement & Employee Development" (Specialized & Exclusive training program by Indovance Private Limited) Program confirming your training with **Indovance Private Limited** (the "**Company**"). Throughout the program, you will be designated as "**Trainee – Civil Engineer**" in "**Civil**" Department.

1. **Date of Joining:** Your date of joining is **17-Jan-2022** and the duration of the training would be **3 - 5 Months subject to completion of training**. During this training period, you are expected to devote your time and efforts solely to Company's work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
2. **Location:** Your training will be conducted at the Company office located at Narhe, Pune. You understand that a part of the training may be conducted remotely from your home. For such training conducted remotely from home, the Company will issue required hardware, software and other infrastructure that will be required to complete the training & you will be required to come to office for your training/ office work anytime as demanded by company. You will be required to execute a separate document as required by the Company that will govern the terms and conditions of the training conducted remotely.
3. **Working Days, Hours and Leave:** You will be expected to work from Monday through Saturday from **9 AM to 7 PM**. The Company observes Sunday as weekly off.
4. **Stipend:** You will be paid **INR 10,000** (Rupees Ten Thousand Only) per month as stipend after deducting all applicable taxes. You will be additionally provided with lunch as a subsidy while working from office. As a Trainee you are not an employee of the Company and you will not receive any of the employee benefits that regular Company employee receive, including but not limited to health insurance/benefits, holiday pay, vacation pay, sick leave, retirement benefits etc. All the office related expenses (phone calls, internet etc., if any) would be reimbursed based on the approval process followed in the Company that will be communicated to you separately.
5. **No Lien on Employment:** This training shall not confer any right or entitlement for claiming absorption against any regular vacancies. However, upon successful completion of training, the Company may offer you regular employment or employment on ad hoc basis. Such subsequent offer will be communicated to you in writing by the Company.

If the Company extends the employment offer to you, you agree and understand that the Company will incur significant opportunity cost in your coaching/training, certification and induction of you on the

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- ii) Management time given for training and handholding you to train on this new platform.
- iii) Tentative break-down of the cost incurred while training is as follows:
 - a. Associate Salary (three months)
 - b. Training Content/Material
 - c. Trainer's Cost
 - d. Infrastructure Cost
 - e. Experimental training Cost
 - f. Recruitment Cost

You are further aware that in event of not completing the training/coaching contemplated or leaving the Company before serving the stipulated training as covered in the course of your training, the Company would without option be constrained once again to incur similar expenses, which would be the direct result of and attributable to you leaving the Company. In this case, in order to offset all the aforementioned Expenses, you agree and undertake to serve the Company continuously for a minimum period of **eighteen (18) months** from the date of commencement of your SEED Training Program followed by your employment as an employee with the Company ("**Service Commitment**"). Please note, your onboard employment should be minimum of **fifteen (15) months**.

Irrespective of the termination rights provided under the SEED Training Program, if you leave the training of the Company voluntarily or bring about a situation by committing misconduct, compelling the Company to terminate your training or subsequent employment (subject to your successful completion of the training period), prior to the Service Commitment, you will be liable to pay to the Company, by way of liquidated damages, an amount equivalent to the Expenses incurred by the Company within seven (7) days from your last working day with the Company or within such period as may be decided by the Company.

6. **Termination:** The Company may terminate this association at any time with or without assigning any reason by giving fifteen (15) days prior written notice.
7. **Confidentiality:** You may have access to the trade secrets and confidential business information belonging to the Company. You acknowledge that you must keep all the trade secrets and confidential information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company without prior discussion and approval from your mentor. The Company operates on zero tolerance principle with regard to any breach of confidentiality and data security guidelines. At the completion of the training, you are expected to hand over all the Company's property, equipment, documents, work/data to your mentor.
8. **Ownership of Intellectual Property:** During the course of your training, you may conceive of, discover, invent or create inventions, improvements, new contributions, literary property, material, ideas and discoveries, whether patentable or copyrightable or not ("**Work Product**"), and all such Work Product shall belong exclusively to the Company, who shall be entitled to all right, interest, profits or benefits in respect thereof.

9. **Consent Regarding Personal Data:**

- a) You hereby understand and consent to Company, without any reservations, to (i) collect any of your personal data, (ii) use or process such data in connection with your training Period with the Company or any matters arising from such training.
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12. **Governing Laws:** This Offer Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.

13. **Offer Validity:** Kindly confirm the acceptance of the SEED Training Program in writing on or before **11-Jan-2022** to Human Resources, failing which the offer stands automatically withdrawn thereafter, unless the offer validity date is extended and communicated to you in writing or via email. This SEED Training Program supersedes all prior communications - written and oral with you, if any in this regard.

We hope your association with the Company will be successful and rewarding.

Please indicate your acceptance of this offer by signing below and returning it to the undersigned. If you have any questions, please contact, do not hesitate to contact undersigned.

Thanking you,

For Indovance Private Limited,

Aditi Nishant
Gadkari

Aditi Gadkari

Chief Operations Officer
Indovance Private Limited

Digitally signed by Aditi Nishant Gadkari
DN: c=IN, o=Personal,
2.5.4.20=adab2b77baabdc9a11b54c0b103d6495
383a0f90a31037ba10f6d3111ac
postalCode=11041, st=Maharashtra,
serialNumber=36a371172bd815a1003bae89ca
31f93a793a693b36ca317d87ba0b9404012c,
cn=Aditi Nishant Gadkari
Date: 2021.01.11 09:29:31 +05'30'

01 / 11 / 2022

Audit Trail



TITLE	SEED Appointment Letter - Shamal_Vasatkar
FILE NAME	Shamal Vasatkar - Civil.pdf
DOCUMENT ID	2ffb35b99d95e587ab285dbf96834d4815488962
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Completed

Document History



SENT

01 / 11 / 2022
12:09:41 UTC+5.5

Sent for signature to Shamal Vasatkar
(shamalvasatkar1930@gmail.com) from
mandar.deshmukh@indovance.com
IP: 103.120.250.57



VIEWED

01 / 11 / 2022
12:11:21 UTC+5.5

Viewed by Shamal Vasatkar (shamalvasatkar1930@gmail.com)
IP: 106.77.218.133



SIGNED

01 / 11 / 2022
12:56:54 UTC+5.5

Signed by Shamal Vasatkar (shamalvasatkar1930@gmail.com)
IP: 106.77.218.133



COMPLETED

01 / 11 / 2022
12:56:54 UTC+5.5

The document has been completed.

Date: 17-Jan-2022

To,
Dear Mr./Ms. Aboli Raghunath Mule

Subject: SEED Training Program Appointment Letter

Dear Aboli,

This is with reference to your application for training with us, and the subsequent selection process, we are pleased to extend to you "SEED - Skill Enhancement & Employee Development" (Specialized & Exclusive training program by Indovance Private Limited) Program confirming your training with **Indovance Private Limited** (the "**Company**"). Throughout the program, you will be designated as "**Trainee – Civil Engineer**" in "**Civil**" Department.

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Amul
11-01-2022

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 - e. Experimental training Cost
 - f. Recruitment Cost

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Irrespective of the termination rights provided under the SEED Training Program, if you leave the training of the Company voluntarily or bring about a situation by committing misconduct, compelling the Company to terminate your training or subsequent employment (subject to your successful completion of the training period), prior to the Service Commitment, you will be liable to pay to the Company, by way of liquidated damages, an amount equivalent to the Expenses incurred by the Company within seven (7) days from your last working day with the Company or within such period as may be decided by the Company.

6. **Termination:** The Company may terminate this association at any time with or without assigning any reason by giving fifteen (15) days prior written notice.
7. **Confidentiality:** You may have access to the trade secrets and confidential business information belonging to the Company. You acknowledge that you must keep all the trade secrets and confidential information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company without prior discussion and approval from your mentor. The Company operates on zero tolerance principle with regard to any breach of confidentiality and data security guidelines. At the completion of the training, you are expected to hand over all the Company's property, equipment, documents, work/data to your mentor.
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9. **Consent Regarding Personal Data:**

- a) You hereby understand and consent to Company, without any reservations, to (i) collect any of your personal data, (ii) use or process such data in connection with your training Period with the Company or any matters arising from such training.
 - b) You shall inform any change in your postal address or email address, immediately; failing which communication to your present postal, email address shall be construed as valid communication.
10. **Exclusive Training:** During the training period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the Company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.
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 12. **Governing Laws:** This Offer Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.
 13. **Offer Validity:** Kindly confirm the acceptance of the SEED Training Program in writing on or before **11-Jan-2022** to Human Resources, failing which the offer stands automatically withdrawn thereafter, unless the offer validity date is extended and communicated to you in writing or via email. This SEED Training Program supersedes all prior communications - written and oral with you, if any in this regard.

We hope your association with the Company will be successful and rewarding.

Please indicate your acceptance of this offer by signing below and returning it to the undersigned. If you have any questions, please contact, do not hesitate to contact undersigned.

Thanking you,

For Indovance Private Limited,

Aditi Nishant
Gadkari

Digitally signed by Aditi Nishant Gadhari
DN: c=IN, ou=Personal,
2.5.4.20=aditi, 2.5.4.43=9493363456102484456,
2.5.4.42=aditi, 2.5.4.3=aditi@rediffmail.com,
postalCode=411041, st=Maharashtra,
serialNumber=1, seriality=1, 2.5.4.41=9493363456102484456,
2.5.4.44=aditi@rediffmail.com, 2.5.4.45=aditi@rediffmail.com, givenName=Aditi
Nishant Gadhari
Date: 2022.01.11 00:21:12 +05:30

Aditi Gadkari

Chief Operations Officer
Indovance Private Limited

Annule
11-01-2022

01 / 11 / 2022





2022 BATCH
CIVIL - Branch A



Audit Trail

TITLE	SEED Appointment Letter - Aboli_Mule
FILE NAME	Aboli Mule - Civil.pdf
DOCUMENT ID	e3137df09a73e163e5f1691309b26c8fc4bb2e6c
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	• Completed

Document History

 SENT	01 / 11 / 2022 12:04:40 UTC+5.5	Sent for signature to Aboli Mule (abolimule2206@gmail.com) from mandar.deshmukh@indovance.com IP: 103.120.250.57
 VIEWED	01 / 11 / 2022 12:09:17 UTC+5.5	Viewed by Aboli Mule (abolimule2206@gmail.com) IP: 1.187.0.169
 SIGNED	01 / 11 / 2022 12:53:52 UTC+5.5	Signed by Aboli Mule (abolimule2206@gmail.com) IP: 106.79.117.68
 COMPLETED	01 / 11 / 2022 12:53:52 UTC+5.5	The document has been completed.

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MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Campus Drive at MIT AOE, Alandi D.

Mandar Deshmukh <mandar.deshmukh@indovance.com>

Sat, Jan 8, 2022 at 11:34 AM

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

Cc: Hiring <hiring@indovance.com>, Revati Nawghare <revati.nawghare@indovance.com>, Esha Nawale <esha.nawale@indovance.com>

Hi Vikas,

Please find below list of shortlisted candidates from MIT AOE for Trainee – Civil Engineer Profile. HR team member will get in touch with them to initiate the onboarding process by Monday.

Name	Designation
Babalu T. Gahire	Trainee – Civil Engineer
Shamal N. Vasatkar	Trainee – Civil Engineer
Aboli R. Mule	Trainee – Civil Engineer
Akshada C. Pawar	Trainee – Civil Engineer

Mandar

From: Mandar Deshmukh

Sent: Saturday, January 8, 2022 11:32 AM

To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Sitaram Suryawanshi <sgsuryawanshi@mitaoe.ac.in>; Shyam Shukla <shyam.shukla@mitaoe.ac.in>; Mr. Senthil Kumar . <dean.sce@mitaoe.ac.in>

Subject: RE: FW: Campus Drive at MIT AOE, Alandi D.

Hello Sir,

Thank you for confirmation sir, we will take it ahead from here in coordination with Mr. Vikas. Look forward to meeting you sometime in future.

Thanks & Regards

Mandar Deshmukh

Manager – Human Resources | Indovance Inc.

📧 – www.Indovance.com | **MS Teams** – Mandar.Deshmukh

✉️ – Mandar.Deshmukh@Indovance.com | 📞 - 9890 123 595

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From: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
Sent: Friday, January 7, 2022 7:26 PM
To: Vikas Singh <vssingh@mitaoe.ac.in>; Mandar Deshmukh <mandar.deshmukh@indovance.com>
Cc: Sitaram Suryawanshi <sgsuryawanshi@mitaoe.ac.in>; Shyam Shukla <shyam.shukla@mitaoe.ac.in>; Mr. Senthil Kumar . <dean.sce@mitaoe.ac.in>
Subject: Re: FW: Campus Drive at MIT AOE, Alandi D.

Dear Mandar,

Greetings from CRPC office.

Thanks for arranging the placement drive and visiting the campus. Due to my pre-decided assignments, I was not able to meet your team during their visit.

Addressing to your concerns -

1. Selected students can join the organisation as full time interns or employee immediately.
2. They need to complete the assignments and appear for the quizzes in virtual mode for registered courses, and that can be completed during **weekends** with self paced study. Hence, they need not have to attend the regular classes or practical labs. There is no theory or practical exams for SLIP (Semester Long Internship Program) registered students as per the policy.
3. Mid Semester or End Semester Examinations are in the form of presentation only, which will be again taken in virtual mode during the **weekends**.

4. Students may require 2- 3 days (maximum) leave in month of May (first or second week) for final presentation preparations. We will try our level best to arrange the exams during the **weekends** only. Otherwise as per the leave policy of the organisation leave can be availed to the students. No special leaves are required for any academic or exam purpose during the semester.

Hope I have answered your query. For more information please feel free to contact me or Vikas.

Thanks.

With best wishes,

Dr. Shitalkumar A Jain

Deputy Director - Corporate Relations & Placement Cell

MITAOE, Alandi(D).

On Fri, 7 Jan, 2022, 6:34 PM Vikas Singh, <vssingh@mitaoe.ac.in> wrote:

Dear Sir,

Please find the below details

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

From: **Mandar Deshmukh** <mandar.deshmukh@indovance.com>

Date: Fri, Jan 7, 2022 at 5:15 PM

Subject: FW: Campus Drive at MIT AOE, Alandi D.

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

Hello Vikas,

Thank you for your assistance during the campus drive and help thereon. It was nice to visit MIT AOE campus and interact with students, though we would have appreciated more turn around of number of students. With regards to the availability of 2022 batch pass out students, I need a confirmation from college about the number of days students will need leaves during final exam or any type of leave students will require for academic purposes. Also, if that can be arranged on a weekends, rather than on weekdays as we generally have a very tight schedule in May, June and July month and long leaves during the period is little difficult.

Upon confirmation from your side, I will share the list of selected students and ask them for further process.

Awaiting your response.

Mandar

Vikas Singh

Fwd: RISE Campus Hiring - Campus selections2022 batch

1 message

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

Sat, Mar 26, 2022 at 11:06 AM

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

From: Subhodeep Chatterjee <subhodeep.chatterjee@risewpu.com>
 Date: Tue, Jan 25, 2022 at 3:45 PM
 Subject: RISE Campus Hiring - Campus Placements
 To: Jitendra Gadhi <jitendra.gadhi@mitwpu.edu.in>
 Cc: Khyati Jain <khyati.jain@mitwpu.edu.in>, Gaurav Bhatia <gaurav.bhatia@mitwpu.edu.in>, Riteeka Vashisth <riteeka.vashisth@risewpu.com>

Dear Sir,

As discussed, we are looking forward to having the 11 candidates from MIT Engineering courses selected for internships + PPOs at RISE.

Out of the 11, 9 candidates are currently pursuing their final year and we would like them to join as at the earliest.

Below is the list of students selected:

Sr. No	Email Address	Full Name	PRN NO.	Pass-out or Final year
1	yashfursule1008@gmail.com	Yash Fursule	1032180143	Final year
2	vaishnavudayakumar@gmail.com	VYSHNAV NAIR	1032180908	Final year
3	ahlokhade@mitaoe.ac.in	Atul Haribhau Lokhande	120180084	Final year
4	adwaitutgikar14@gmail.com	Adwait Ravindra Utgikar	1032180332	Final Year
5	ishigangta@gmail.com	Ishita Gangrade	S1032181128	Final Year
6	souravraj36@gmail.com	Saurabh raj	1032171594	Pass-out
7	marathesa@mitaoe.ac.in	Shubham Ajit Marathe	220190143	Final Year
8	vanshikadubey022000@gmail.com	Vanshika Dubey	1032181124	Final Year
9	lokeshpatil@mitaoe.ac.in	Lokesh Sunil Patil	120180409	Final Year
10	prakashkumar@mitaoe.ac.in	Prakash Kumar	120180545	Final Year
11	kbvirulkar@mitaoe.ac.in	Kajal virulkar	220180249	Pass-out

Kindly support us with confirming their joining dates for them

Thank you!

Best regards,

Subhodeep Chatterjee
 Manager- People and Culture
 RISE WPU
 Contact No. - +91 9502140079
<https://risewpu.com>

Fwd: RISE Campus Hiring - Campus selections2022 batch

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Cc: Khyaati Jain <khyaati.jain@mitwpu.edu.in>, Gaurv Bhatia <gaurav.bhatia@mitwpu.edu.in>, Riteeka Vashisth <riteeka.vashisth@risewpu.com>

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Subhodeep Chatterjee
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RISE WPU
Contact No. - +91 9502140079
<https://risewpu.com>

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Date: 17/02/2022

To,
Head Talent Management & Campus Programs
Holcim India (ACC Ltd and Ambuja Cement Ltd)
Mumbai

Subject: Letter of Intent to join Holcim India (ACC Ltd , Ambuja Cement Ltd)

Dear Sir,

This is to thank you for selecting me as an early career trainee followed by a final employment offer with your company.

Further I would like to state the following:

1. I have no location constraint and am willing to work anywhere in India.
2. I am aware that my joining at the organization is subject to clearance of my medical and reference checks.

I would like to express my acceptance of the offer of employment proposed to me and am awaiting association with Holcim India.

Thanking you.

Regards,

Ajay Katkar

(Signature)

Ajay Ganeshrao Katkar

Candidate Name:

Place: Alandi, Pune

Date: 17/02/2022

Placement Head : Dr. Hemant Mali

Place: Pune

Date: 17.02.2022

Date: 17. 02. 2022

To,
Head Talent Management & Campus Programs
Holcim India (ACC Ltd and Ambuja Cement Ltd)
Mumbai

Subject: Letter of Intent to join Holcim India (ACC Ltd , Ambuja Cement Ltd)

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I would like to express my acceptance of the offer of employment proposed to me and am awaiting association with Holcim India.

Thanking you.

Regards,



(Signature)

Candidate Name: Bhairavi Patil
Place: Alandi
Date: 17. 02. 2022

Placement Head : Dr. Hemant Mali
Place: Pune
Date: 17.02.2022



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Offer: Computer Consultancy
Ref: TCSL/DT20218368782/Pune
Date: 02/11/2021

Ms. Deepti Subhash Patil
At Post, Koprolipen,
Pen,
Pen Raigad-402107,
Maharashtra.
Tel# 91-8108696837

Dear Deepti Subhash Patil,

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/DT20218368782

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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

21. 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.

22. 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.

23. 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

TCS Confidential

TCSL/DT20218368782

10

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



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.

24. 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.

25. 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

Girish V. Nandimath
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	Deepti Subhash Patil
Designation	Assistant System Engineer-Trainee
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
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 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
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR 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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	KOLKATA 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum 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

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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.



10. 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.

11. 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.

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Date: 17/02/2022

To,
Head Talent Management & Campus Programs
Holcim India (ACC Ltd and Ambuja Cement Ltd)
Mumbai

Subject: Letter of Intent to join Holcim India (ACC Ltd , Ambuja Cement Ltd)

Dear Sir,

This is to thank you for selecting me as an early career trainee followed by a final employment offer with your company.

Further I would like to state the following:

1. I have no location constraint and am willing to work anywhere in India.
2. I am aware that my joining at the organization is subject to clearance of my medical and reference checks.

I would like to express my acceptance of the offer of employment proposed to me and am awaiting association with Holcim India.

Thanking you.

Regards,

Shivali

Candidate Name:
Place: Pune
Date: 17/02/2022

Placement Head : Dr. Hemant Mali
Place: Pune
Date: 17.02.2022

Fwd: Holcim Group | Final Selection 2022 batch

1 message

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

Sat, Mar 26, 2022 at 11:19 AM

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

From: shefali <shefali@eduserves.in>

Date: Thu, Feb 17, 2022 at 11:47 AM

Subject: Holcim Group | Final Selection

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Jitendra Gadhvi <director.cs@mitwpu.edu.in>

Cc: <anupam@eduserves.in>

Dear Hemant,

Congratulations. Holcim group has selected the below candidates from your college.

As part of the process I request you to have the student confirm acceptance of the role for which the JD was shared.

We request you to have the placement cell fill out the above form and have it signed by each student selected and mail it back to me at the earliest.

Details of the offer letter would be shared at a later date.

The students selected from your college are :

Thorat Omkar Rajendra

Deepti Subhash Patil

Bhairavi Anna Patil

Shivali Shivaji Gohad

Ajay Ganesh Katkar

Warm Regards

Shefali

Placement Manager

Edunation Services

Mob: 6232892939

www.eduserves.in



Holcim_Acceptance_2022.zip
1329K

Fwd: Neilsoft Campus Selection 2022 batch

1 message

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

Sat, Mar 26, 2022 at 11:22 AM

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

From: Rashmi Dave <rashmi.dave@neilsoft.com>
Date: Wed, Feb 23, 2022 at 9:57 AM
Subject: RE: Shortlisted in Neilsoft Interviews !!
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hello Sir,

Please find below the list of students **SELECTED** in interview.

S. No	Students Name	Stream
1	Suraj Sanjay Boose	Civil
2	Arnav Rameshwar Khandare	Civil
3	Aditya Samir Dattde	Civil

Will do the further process soon.

Waiting for your acknowledgment.

Thanks and Regards,

Rashmi Dave

Neilsoft Pvt. Ltd.

Tel: 67451282 Ext. 1282

Email: rashmi.dave@neilsoft.com | www.neilsoft.com

cid:image002.png@01D7E92E.1AA88C60

cid:image003.jpg@01D7E92E.1AA88C60cid:image004.jpg@01D7E92E.1AA88C60 cid:image005.jpg@01D7E92E.1AA88C60 cid:image006.jpg@01D7E92E.1AA88C60 cid:image007.jpg@01D7E92E.1AA88C60

Confidential Information.

The information contained in or attached to this e-mail may be confidential information subject to protection by law or terms of applicable confidentiality agreements, and is intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.

Fwd: Neilsoft Campus Selection 2022 batch

1 message

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

Sat, Mar 26, 2022 at 11:22 AM

----- Forwarded message -----
From: Rashmi Dave <rashmi.dave@neilsoft.com>
Date: Wed, Feb 23, 2022 at 9:57 AM
Subject: RE: Shortlisted in Neilsoft Interviews II
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hello Sir,

Please find below the list of students **SELECTED** in Interview.

S. No	Students Name	Stream
1	Suraj/Sanjay Borje	Civil
2	Arnav Rameshwar Khandare	Civil
3	Aditya Samir Dafade	Civil

Will do the further process soon.

Waiting for you acknowledgment.

Thanks and Regards,

Rashmi Dave

Neilsoft Pvt. Ltd.

Tel: 67451282 Ext. 1282

Email: rashmi.dave@neilsoft.com | www.neilsoft.com

cid:image002.png@01D7E92E.1AA88C60

cid:image003.jpg@01D7E92E.1AA88C60cid:image004.jpg@01D7E92E.1AA88C60 cid:image005.jpg@01D7E92E.1AA88C60 cid:image006.jpg@01D7E92E.1AA88C60 cid:image007.jpg@01D7E92E.1AA88C60

Confidential Information.

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356

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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

From: **Dr. Shitalkumar A Jain** <dean.cr@mitaoe.ac.in>
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To: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

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Date: Thu, Dec 23, 2021 at 3:45 PM
Subject: Fwd: Confirmation of Verbal Offers || MIT Pune
To: Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

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From: ., **Anand** <anand6@deloitte.com>
Date: Tue, Aug 10, 2021 at 6:51 PM
Subject: Confirmation of Verbal Offers || MIT Pune
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>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>



Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



Confirmation

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Best regards,

Campus Team

	S.No	Title/Designation	Primary Email ID
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Kushika Bahuguna	2	Analyst	kushika.bahuguna@gmail.com
Devagya Sharma	3	Analyst	devagyas900@gmail.com
Kavisha Kamlesh Tayal	4	Analyst	kavishatayal1425@gmail.com
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Pallavi Ramesh Udatewar	6	Analyst	pallavi.udatewar@gmail.com
Kunal Rahul Raje	7	Analyst	rajekunal4@gmail.com
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Swetha Jagannadhras Annasamudram	10	Analyst	swetharao1806@gmail.com
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Shruti Kiran Hanchate	22	Analyst	shru2602@gmail.com
Abhishek Raj	23	Analyst	abhishekraj1729@gmail.com
Shubham Satish Chopade	24	Analyst	chopade12shubham@gmail.com
Shweta Manohar Gund	25	Analyst	smgund@mitaoe.ac.in
Omkar Raosaheb Najan	26	Analyst	omkarnajan@gmail.com
Rushikesh Bharat Sonar	27	Analyst	rbsonar@mitaoe.ac.in
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Adya Jitendra Gupta	30	Analyst	guptaadya123@gmail.com
Swarrangi Sanjay Patil	31	Analyst	swarrangi01@gmail.com
Sanket Sudhakar Barkul	32	Analyst	sanketbarkul07@gmail.com
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Nikhil Anantrao Joshi	51	Analyst	inboxofjoshinikhil@gmail.com
Rishab Saxena	52	Analyst	rishab20.saxenars@gmail.com
Mrunal Dinesh Taiwade Patil	53	Analyst	mtaiwadepatil@gmail.com
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Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:14 PM

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>

The Deloitte logo is displayed in white text on a dark blue rectangular background.

Deloitte India (Offices of the US) | August 10, 2021



Confirmation

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Best regards,

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Nandini Dubey	5	Analyst	dubeynandini73@gmail.com
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Joshua Linhares	54	Analyst	joshualinhares20@gmail.com
Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



Fwd: Confirmation of Verbal Offers || MIT Pune

1 message

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Mon, Jan 17, 2022 at 3:14 PM

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Cc: Pillay, Kanchan <kanpillay@deloitte.com>



Deloitte.

Deloitte India (Offices of the US) | August 10, 2021



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Samiksha Laxman Murade	55	Analyst	muradesamikshafy@gmail.com
Shrirup Avinash Samrutwar	56	Analyst	sasamrutwar@mitaoe.ac.in



Fwd: Evosys - Campus selections - 2022 | MIT (All locations Pan India)

1 message

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

Sat, Mar 26, 2022 at 10:11 AM

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

From: **Bharatkumar Dhaneshwari** <bharatd@evosysglobal.com>

Date: Mon, Sep 13, 2021 at 10:50 PM

Subject: Re: Evosys - Campus Placement - 2022 | MIT (All locations Pan India)

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, rohit.lalwani@avantika.edu.in <rohit.lalwani@avantika.edu.in>, vitthal.jagtap@mitcorer.edu.in <vitthal.jagtap@mitcorer.edu.in>, jdparkar@mitaoe.ac.in <jdparkar@mitaoe.ac.in>, mayuresh.cholkar@mituniversity.edu.in <mayuresh.cholkar@mituniversity.edu.in>, saurabh.joshi@avantika.edu.in <saurabh.joshi@avantika.edu.in>, Deepti Arora <deepti@evosysglobal.com>

Dear Hemant,

Congratulations

We really appreciate for leading students to participate in Online Campus Placement Drive.

Kindly find the below mentioned list of selected students:

Sr.No.	Candidate Name	Employment Type	Team	Role	Offered CTC (INR)
1	Trilok Sharma	Internship + Full-Time Permanent	Tech ERP	Technical Consulting	4.2 LPA
2	Vaishnavi Sbinde	Internship + Full-Time Permanent	Innovation	Technical Consulting	4.2 LPA
3	Ganesh Kailas Pakhale	Internship + Full-Time Permanent	AD	Technical Consulting	4.2 LPA
4	Makasare Gaurav	Internship + Full-Time Permanent	AD	Technical Consulting	4.2 LPA
5	Muskan Gupta	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
6	Sonal Kashyap	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
7	Phalgun Kumar Sarma Tati, Parti	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
8	Yash Surendra Chaukse	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
9	Praveen Kumar Gupta	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
10	Ruchika Dnyaneshwar Lande	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
11	Arnav Anand	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
12	Gayatri Dhananjay Wadyalkar	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
13	Ruchi Rajesh Mutha	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
14	Prathamesh Chandrakant Gotad	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
15	Nikhil Gangathade	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
16	Viraj Gajanan Dahotre	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA
17	Shrija Rajesh Tiwari	Internship + Full-Time Permanent	HCM	Functional Consulting	4.2 LPA

Note: There are few students whose confirmation is pending with you. And, once received then they will be added in the list of Selected students.

Looking forward to see your students growing with 'Evosys' in the near future.

Thanks much |

Regards,



Bharat Dhaneshwari
Assistant Manager - HR



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363

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Mu Sigma Offer data -MIT Pune

1 message

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

Sat, Mar 26, 2022 at 11:31 AM

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

From: Keerthi M R <Keerthi.MR@mu-sigma.com>**Date:** Fri, Sep 24, 2021 at 1:29 PM**Subject:** Offer data -MIT Pune**To:** engg.placements@mitwpu.edu.in <engg.placements@mitwpu.edu.in>**Cc:** Pooja Parthasarathy <Pooja.Parthasarathy@mu-sigma.com>

Greetings from Mu Sigma,

Hope this mail finds you well. I'm Keerthi from the Campus hiring team of Mu Sigma working alongside Pooja Parthasarathy.

We would like to thank you for all the support extended by you in making Campus hiring 2022 a success. We enjoyed evaluating bright and prospective hires for Mu Sigma from your esteemed college.

This is an update regarding the campus drive that happened on 28th Aug. We are glad to inform that the assessments are completed. PFA the list of students that are selected in the interview process. The offers will be sent to them today. They will have a week's time to accept the same and a link is provided on the email to accept the offer. Please guide them to follow the process and strictly stick to the deadlines.

Thanks & Regards,

www.mu-sigma.com

This email contains Mu Sigma Information which may be privileged or confidential. It is meant only for the individual(s) or entity named above. If you are not the intended recipient, note that disclosing, copying, distributing or using this information is prohibited. If you have received this email in error, please let me know immediately on the email above. Thank you. We monitor our email system and may record your emails.

 **MIT offer list.xlsx**
10K

Sno	Name	Personal Email ID
1	Rakesh Rama Sapkale	sapkalelahu4@gmail.com
2	Madura Bhatt	madurabhatt@gmail.com
3	Soham Jayesh Borawake	sohamborawake171@gmail.com
4	Gaurav Bhimraj Bagul	gbbagul2206@gmail.com
5	Hon Sanket Sanjay	sankethon98@gmail.com
6	Shivraj Sanjay Gursal	shivrajgursal@gmail.com
7	Samiran Bhattacharya	samiran0361@gmail.com
8	Kedar Somnath Dhongade	kd.chem.engg@gmail.com
9	Vinayak Arun Thote	vinayakthote932@gmail.com
10	Vaibhav Bhosale	vaibhavbhosale557@gmail.com
11	Dnyaneshwari Shriram Pacharne	dnyaneshwarip2803@gmail.com
12	Shriya Umre	shriya.umre@gmail.com



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Offer: Computer Consultancy
Ref: TCSL/DT20218153137/Pune
Date: 02/11/2021

Mr. Gaurav Bhimraj Bagul
At Post Mohadi Taluka-Jamner District-Jalgaon At Post.Mohadi Tal- Jamner Dist-Jalgaon,
Mohadi,
Mohadi-425114,
Maharashtra.
Tel# 91-8698360192

Dear Gaurav Bhimraj Bagul,

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 &

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TCSL/DT20218153137

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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 Nirnal 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.

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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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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

21. 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.

22. 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.

23. 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.

24. 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.

25. 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

Girish V. Nandimath
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	Gaurav Bhimraj Bagul
Designation	Assistant System Engineer-Trainee
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
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 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
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR 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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	KOLKATA 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum 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

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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.



10. 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.

11. 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.

Head Corporate Relations
MIT Academy of Engineering
Alandi (D.), Pune-412 105.



Fwd: Mu Sigma Offer data -MIT Pune

1 message

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

Sat, Mar 26, 2022 at 11:31 AM

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

From: **Keerthi M R** <Keerthi.MR@mu-sigma.com>
Date: Fri, Sep 24, 2021 at 1:29 PM
Subject: Offer data -MIT Pune
To: engg.placements@mitwpu.edu.in <engg.placements@mitwpu.edu.in>
Cc: Pooja Parthasarathy <Pooja.Parthasarathy@mu-sigma.com>

Greetings from Mu Sigma,

Hope this mail finds you well. I'm Keerthi from the Campus hiring team of Mu Sigma working alongside Pooja Parthasarathy.


We would like to thank you for all the support extended by you in making Campus hiring 2022 a success. We enjoyed evaluating bright and prospective hires for Mu Sigma from your esteemed college.

This is an update regarding the campus drive that happened on 28th Aug. We are glad to inform that the assessments are completed. PFA the list of students that are selected in the interview process. The offers will be sent to them today. They will have a week's time to accept the same and a link is provided on the email to accept the offer. Please guide them to follow the process and strictly stick to the deadlines.

Thanks & Regards,

www.mu-sigma.com

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 **MIT offer list.xlsx**
10K

Sno	Name	Personal Email ID
1	Rakesh Rama Sapkale	sapkalelahu4@gmail.com
2	Madura Bhatt	madurabhatt@gmail.com
3	Soham Jayesh Borawake	sohamborawake171@gmail.com
4	Gaurav Bhimraj Bagul	gbbagul2206@gmail.com
5	Hon Sanket Sanjay	sankethon98@gmail.com
6	Shivraj Sanjay Gursal	shivrajgursal@gmail.com
7	Samiran Bhattacharya	samiran0361@gmail.com
8	Kedar Somnath Dhongade	kd.chem.engg@gmail.com
9	Vinayak Arun Thote	vinayakthote932@gmail.com
10	Vaibhav Bhosale	vaibhavbhosale557@gmail.com
11	Dnyaneshwari Shriram Pacharne	dnyaneshwarip2803@gmail.com
12	Shriya Umre	shriya.umre@gmail.com

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4	Gaurav Bhimraj Bagul	gbbagul2206@gmail.com
5	Hon Sanket Sanjay	sankethon98@gmail.com
6	Shivraj Sanjay Gursal	shivrajgursal@gmail.com
7	Samiran Bhattacharya	samiran0361@gmail.com
8	Kedar Somnath Dhongade	kd.chem.engg@gmail.com
9	Vinayak Arun Thote	vinayakthote932@gmail.com
10	Vaibhav Bhosale	vaibhavgbhosale557@gmail.com
11	Dnyaneshwari Shriram Pacharne	dnyaneshwarip2803@gmail.com
12	Shriya Umre	shriya.umre@gmail.com

Fwd: Mu Sigma Offer data -MIT Pune

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7	Samiran Bhattacharya	samiran0361@gmail.com
8	Kedar Somnath Dhongade	kd.chem.engg@gmail.com
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10	Vaibhav Bhosale	vaibhavbhosale557@gmail.com
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12	Shriya Umre	shriya.umre@gmail.com

368

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

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6	Shivraj Sanjay Gursal	shivrajgursal@gmail.com
7	Samiran Bhattacharya	samiran0361@gmail.com
8	Kedar Somnath Dhongade	kd.chem.engg@gmail.com
9	Vinayak Arun Thote	vinayakthote932@gmail.com
10	Vaibhav Bhosale	vaibhavbhosale557@gmail.com
11	Dnyaneshwari Shriram Pacharne	dnyaneshwarip2803@gmail.com
12	Shriya Umre	shriya.umre@gmail.com



Mu Sigma

Date: September 24, 2021

Vinayak Arun Thote
Candidate ID: 25641296
MIT, Pune

Dear Vinayak,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

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

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Induction & Training

Your Training will be at our office premises in Bangalore. You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to start your journey as a Trainee Decision Scientist in Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased to offer you the position of **Trainee Decision Scientist** with **Mu Sigma Business Solutions Private Limited** ('Company'). Your date of joining with the company may be between June and October, your exact date of Joining will be communicated at least 1 month prior to your date of joining with the company.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.
- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs, PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

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

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Mu Sigma

Annexure 1

TOTAL Cost to Company Breakup (in INR)							
S.No	Particulars	Company's Investment	2022	2024	2025	2026	CTC over 4 jumps
1	On The Job Training	10,00,000*					
2	Total compensation on Joining		3,00,000				
3	1 st Performance linked Bonus (July 2023)		50,000**				
4	1 st Jump - Jan 2024 Compensation Revision			5,00,000			
5	2 nd Performance linked Bonus (July 2024)			1,00,000**			
6	2 nd Jump - Jan 2025 Compensation revision				7,00,000		
7	3 rd Performance linked Bonus (July 2025)				1,50,000**		
8	3 rd Jump - Jan 2026 Compensation revision					10,00,000	
9	4 th Performance linked Bonus (July 2026)					2,00,000**	
10	Total Cost to Company (Training cost & salary over four jumps)						40,00,000
* On the job training provided by Mu Sigma is worth INR 10,00,000 and will not be paid in cash to employee							
**Performance linked Bonus pay-out as follows:							
<ul style="list-style-type: none"> Top 20% performers get 200% of Bonus pay-out Middle 30% performers get 100% of Bonus pay-out Remaining 50% performers get 60% of Bonus pay-out 							

Notes

- Mu Sigma would be investing approx. Rs.10,00,000 to provide critical training on building problem solving capability, business context and designing decision frameworks while using our Art of Problem Solving (AoPS™) ecosystem to solve real world problems of Fortune 500 organizations
- You should be on the rolls of the Company at the time of the payout to be eligible for the performance linked bonus. You will not be eligible for this payout if you have resigned/exited or are serving notice.

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Mu Sigma

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 30-day Notice Period. The penalty would be a multiple of the investment cost incurred by Mu Sigma (investment cost = Rs.10,00,000) and dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty	Penalty amount (in INR)
0 – 18 months	1.5 x Investment Cost	15,00,000
19 – 36 months	1.0 x Investment Cost	10,00,000
37 – 48 months	0.75 x Investment Cost	7,50,000

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(400)

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

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

Thu, Apr 21, 2022 at 3:02 PM

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

From: **Amith, Alfonse** <alfonse.amith@accenture.com>

Date: Thu, Nov 11, 2021 at 12:13 PM

Subject: RE: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.


It gives us immense pleasure to announce **14** students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

[Quoted text hidden]

 **MIT Academy of engineering - Pune.xlsx**
12K

Candidate Id	Candidate Name	Gender	Mobile	Email ID	College Name	Final Status
1902387	Kunjai Kishor Wadke	Female	9860849634	kunjaiwadke77@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902567	Sahil Sandesh Katle	Male	8805689477	sahilkatle5@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902979	Saurabh Sunil Solanke	Male	9028066793	saaurabh.solanke@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902555	Rushal Dattakumar Pedram	Male	8999965409	pedramrushal12345@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903303	Mohit Malviya	Male	9067915379	mohitmalviya292@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902591	Saloni Sanjay Ekal	Female	7972816820	saloniekal@yahoo.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903115	Neha Ganpat Patil	Female	7066702132	nehaapatil20@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
342125	Maithily Marathe	Female	7219237649	maithilymarathe9a@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903341	Samiksha Karmore	Female	7020519897	samikhshakarmore159@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903951	Suyash Sudhakar Tirpude	Male	8169853006	tirpudesuyash1199@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903629	Mayuri Jivan Kirda	Female	9156934112	mayurikirda350@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903755	Rohan Rajesh Jawalkar	Male	9359920437	rohanjawalkar262000@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903855	Satyata Dilesh DharGawe	Female	8329622983	satyata999@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903821	Saloni Sharma	Female	9518327352	salsharma1021478@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE

Fwd: Results announcement - Digital Nurture GenC Next, GenC Elevate & GenC !

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

Thu, Apr 21, 2022 at 3:40 PM

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

From: <DigitalNurture@cognizant.com>

Date: Mon, Sep 27, 2021 at 4:03 PM

Subject: Final Results announcement - Digital Nurture GenC Next, GenC Elevate & GenC !

To:

Cognizant**Digital
Nurture**

Here is the most awaited Final Results of the Nurture
GenC Next, GenC Elevate & GenC Interviews!

Dear Professor(s),

Greetings from Digital Nurture Team!

After an exciting **Nurture Hiring season for the Digital Base 2 students**, we are happy to share the most awaited **Final results** for the Interviews conducted for Digital Base2 students in September'21.

Our **hearty congratulations** to the selected candidates on their stellar performance. We look forward to welcoming them onboard into our Cognizant fraternity.

Base_Superset ID	Name	Mail ID	College	Final Status	Role Category
1675737	Aniket Ashok Gawade	1132200193@mitwpu.edu.in	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Next Select
1146043	Prabodh Uttam Patil	pupatil@mitaoe.ac.in	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1454733	Samruddhi Ganesh Pattewar	sgpattewar@mitaoe.ac.in	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1670772	Fenny Mahesh Todarmal	ifennytodarmal@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1120230	vivek dinkar jalankar	vivekjalankar20@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1099082	Niharika Nagesh Sargam	niharikasargam30@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1670148	Sarvarth Deepak Patil	sarvarthp@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1672321	Mohd Wasif Raza	wasraz86@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1672836	Rutuja Nanabhau Deore	rutujadeore1029@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1687115	Pankaj Laxman kharche	pankajkharche24@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Elevate - Select
1399991	Satywan Bhagwan Khatke	khatkesatywan2000@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Select
1673241	Pallavi Vikas More	pallavimore820@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Select
1676063	Rutwick Machhindranath Pawar	bunnypawar0905@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Select
1682537	Prasad Sambhajirao Bhingarde	bhingardeprasad4698@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Select
1377649	JAYESH ANIL SHIMPI	jayeshshimpi1109@gmail.com	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Select
1680117	Sujay Dadabhau Chaudhari	sdchaudhari@mitaoe.ac.in	Maharashtra Instituit	TECH SELECT - HR DONE	Genc Select

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: 19 November 2021

To,
Abhijeet Biradar

EMPLOYMENT OFFER LETTER

Dear Abhijeet,

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 given below. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates. Kindly note that the CTC that we are offering is **5,00,012 per annum**. Please refer to annexure for details.

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

You will be on probation for a period of twelve months from the date of joining and on satisfactory completion of your probation period, your services will be confirmed. However, the management reserves the right to extend your probation period. During probation, it is at the discretion of the management to terminate your services by giving one month notice or basic salary in lieu thereof. In the event you desire to leave the services of the company, you shall give the company one-month prior notice in writing, failing which you shall be liable for the payment in lieu of notice / short notice, prior to the date of relieving from the company.

Please sign this letter as a token of your acceptance & email it to us.

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

Congratulations once again!

Yours faithfully,

Kavita Kulkarni
Chief Human Resource Officer, Varroc

Varroc Engineering Limited

Regd. & Corp. Office

L-4, MIDC, Industrial Area
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Maharashtra, India

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Annexure For CTC Details

A) Monthly Emoluments	Per Month (Rs.)	Per Annum (Rs.)
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
Sub Total A	36,611	4,39,334
B) Bonus	2,405	28,860
C) Retirals	Per Month (Rs.)	Per Annum (Rs.)
Provident Fund	1,800	21,600
Gratuity (As per Act)	701	8,418
Sub Total C	2,501	30,018
D) Others	Per Month (Rs.)	Per Annum (Rs.)
Uniform Cost (Rs. 150 per month)	150	1,800
Total (A+B+C+D) i.e., Annual CTC	41,668	5,00,012

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Others:

1. Two sets of Uniform once a year
2. Gratuity is payable as Per Gratuity Act, 1972.
3. The Mediclaim is 1 lakh & covered only self
4. In case of Relocation, you would be provided accommodation at Company Guest house/Hotel as per Company Accommodation Policy for 7 Days

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

(Please bring all the original documents for verification purpose)

For Varroc Engineering Ltd.,

Kavita Kulkarni
Chief Human Resource Officer, Varroc



Abhijeet Biradar

Mechanical Branch
2022 Batch

(376)

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Date: 19 November 2021

To,
Kunjan Hire

EMPLOYMENT OFFER LETTER

Dear Kunjan,

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 given below. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates. Kindly note that the CTC that we are offering is **5,00,012 per annum**. Please refer to annexure for details.

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

You will be on probation for a period of twelve months from the date of joining and on satisfactory completion of your probation period, your services will be confirmed. However, the management reserves the right to extend your probation period. During probation, it is at the discretion of the management to terminate your services by giving one month notice or basic salary in lieu thereof. In the event you desire to leave the services of the company, you shall give the company one-month prior notice in writing, failing which you shall be liable for the payment in lieu of notice / short notice, prior to the date of relieving from the company.

Please sign this letter as a token of your acceptance & email it to us.

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

Congratulations once again!

Yours faithfully,

Kavita Kulkarni
Chief Human Resource Officer, Varroc

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Others:

1. Two sets of Uniform once a year
2. Gratuity is payable as Per Gratuity Act, 1972.
3. The Medclaim is 1 lakh & covered only self
4. In case of Relocation, you would be provided accommodation at Company Guest house/Hotel as per Company Accommodation Policy for 7 Days

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

(Please bring all the original documents for verification purpose)

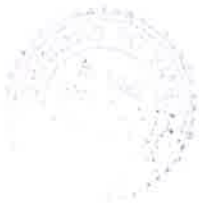
For Varroc Engineering Ltd.,



Kavita Kulkarni
Chief Human Resource Officer, Varroc

Kunjan Hire

Mechanical Branch
2022 Batch



377

Varroc Engineering Limited

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Date: 19 November 2021

To,
Vedant Kulkarni

EMPLOYMENT OFFER LETTER

Dear Vedant,

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 given below. Please accept our heartiest congratulations on being selected despite very stiff competition from very eminently suitable candidates. Kindly note that the CTC that we are offering is **5,00,012 per annum**. Please refer to annexure for details.

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Congratulations once again!

Yours faithfully,

Kavita Kulkarni
Chief Human Resource Officer, Varroc

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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

(Please bring all the original documents for verification purpose)

For Varroc Engineering Ltd.,

Kavita Kulkarni
Chief Human Resource Officer, Varroc

Vedant Kulkarni



Mechanical.-Branch
2022 Batch



Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tejas Rajaram Shekar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1503913	Shubham Navnath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359922380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
190357	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Narayan Chhila	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Akansha Ram Podutwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Prii Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Priyanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pavin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903753	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abhar Ahmed Patel Tanveer Patel	Male	9922678653	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshvardhan Sanjay Vibhandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903333	Gaurav Randeem Sahn	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903909	Sujay Dadabhau Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617067	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debdipyam Chaudhuri	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Samruddhi Ganesh Pattewar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9352518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiraman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shenke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Galkwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Bonguwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harshreen Sartaj	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE



(379)
Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:08 PM

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

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

Date: Fri, Dec 24, 2021 at 2:21 PM

Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

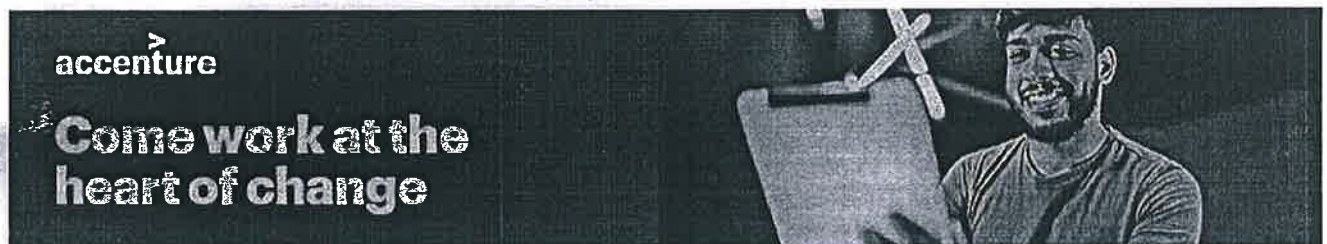
----- Forwarded message -----

From: Amith, Alfonse <alfonse.amith@accenture.com>

Date: Wed, Oct 20, 2021 at 10:27 AM

Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



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We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhari.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

Thanks & Regards,

Candidate Id	Candidate Name	Gender	Mobile	Branch	College Name	Final Status
1903777	Sahil Pandita	Male	9682128309	Information Technology	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903939	Tejas Rajaram Shekar	Male	7276906446	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903913	Shubham Navrath Taware	Male	7755906032	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903923	Sushil Rohidas Kotwal	Male	7030549779	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1902541	Rishikesh Sudhakar Mate	Male	8668998821	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903757	Rishikesh Sushil Kale	Male	9130957766	Information Technology	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902211	Akshay Nareyan Chhillal	Male	9764143421	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903273	Kunver Siddharth	Male	7983626489	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902185	Akanksha Ram Podurwar	Female	9130947456	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903133	Priti Bogawat	Female	9860344967	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902519	Prayanshu Bipin Kumar	Male	8986170394	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1903995	Vaishnavi Pravin Nilawar	Female	7030775603	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903733	Rahul Kumar	Male	8529419240	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902525	Rahul Kumar	Male	8809150190	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903827	Shatabdi Santosh Jankar	Female	7020412894	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903665	Nikhil Parshuram Marathe	Male	7448015773	Electronics Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903237	Abir Ahmed Patel Tanveer Patel	Male	9922678633	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902863	Ganesh Sharad Tikar	Male	7038157581	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903019	Swati Singh	Female	9756724381	Computer Science and Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902997	Vinod Kumar Verma	Male	7387499319	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903565	Harshvardhan Sanjay Vibhandik	Male	7840939177	Electrical & Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902333	Gaurav Randeem Sain	Male	9359517035	Electrical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903909	Sulay Dadabhau Chaudhari	Male	9168727379	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903579	Jayesh Anil Shimpi	Male	9156100188	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902577	Sahil Sunil Kakad	Male	9359617087	Computer Science and Engineering (CSE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903241	Trupti Ramesh More	Female	7030866779	Computer Science and Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903073	Deep Mehulbhai Trivedi	Male	7984802271	Computer Science	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903261	Debabpryam Chaudhari	Male	9083337179	Master of Computer Applications (MCA)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903759	Rahul Govind Rathod	Male	9348480935	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903851	Samruddhi Ganesh Patrewar	Female	9309750324	Electronics	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902229	Anurag Mahesh Rangole	Male	9552518348	Mechanical Engineering	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903657	Mayur Hiraman Dhokale	Male	9850082474	Mechanical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903573	Kritika Bhat	Female	9667377116	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902139	Abhishek Ravindra Shelke	Male	8379068761	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1904009	Yash Subhash Gaikwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903799	Saiprasad Rajkumar Borguwar	Male	9370358434	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902337	Harshreen Saraj	Female	9797275807	Electronics and Communication Engineering (ECE)	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

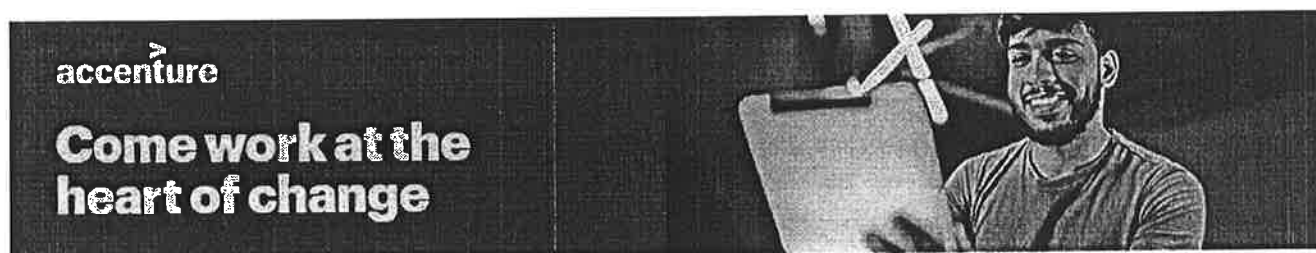
Mon, Jan 17, 2022 at 3:08 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:21 PM
Subject: Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Amith, Alfonse <alfonse.amith@accenture.com>
Date: Wed, Oct 20, 2021 at 10:27 AM
Subject: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce 56 students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

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1903671	Prabodh Uttam Patil	Male	9359822380	Electronics and Telecommunication Engineering	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
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1903667	Omkar Pandit Bhandare	Male	7262063540	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903641	Mrunal Kumar Barapatre	Male	9423229609	Chemical Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
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1904009	Yash Subhash Gaiwad	Male	9764336195	Computer Engineering	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1902875	Harshal Ogale	Male	7898224395	Computer Application	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903447	Aman Sunil Walke	Male	9359628963	Electronics & Telecommunication	MITAOE Pune - MIT Academy of engineering - Pune	ASE
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Fwd: Results announcement - Digital Nurture GenC Next, GenC Elevate & GenC !

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

Thu, Apr 21, 2022 at 3:40 PM

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

From: <DigitalNurture@cognizant.com>

Date: Mon, Sep 27, 2021 at 4:03 PM

Subject: Final Results announcement - Digital Nurture GenC Next, GenC Elevate & GenC !

To:

Cognizant**Digital
Nurture**

Here is the most awaited Final Results of the Nurture
GenC Next, GenC Elevate & GenC Interviews!

Dear Professor(s),

Greetings from Digital Nurture Team!

After an exciting **Nurture Hiring season for the Digital Base 2 students**, we are happy to share the most awaited **Final results** for the Interviews conducted for Digital Base2 students in September'21.

Our **heartly congratulations** to the selected candidates on their stellar performance. We look forward to welcoming them onboard into our Cognizant fraternity.

Base_Superset ID	Name	Mail ID	College	Final Status	Role Category
1675737	Aniket Ashok Gawade	1132200193@mitwpu.edu.in	Maharashtra Institut	TECH SELECT - HR DONE	Genc Next Select
1146043	Prabodh Uttam Patil	pupati@mitaoe.ac.in	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1454733	Samruddhi Ganesh Pattewar	sgpattewar@mitaoe.ac.in	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1670772	Fenny Mahesh Todarmal	ifennytodarmal@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1120230	vivek dinkar jalankar	vivekjalankar20@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1099082	Niharika Nagesh Sargam	niharikasargam30@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1670148	Sarvarth Deepak Patil	sarvarthp@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1672321	Mohd Wasif Raza	wasraz86@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1672836	Rutuja Nanabhau Deore	rutujadeore1029@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1687115	Pankaj laxman kharche	pankajkharche24@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Elevate - Select
1399991	Satywan Bhagwan Khatke	khatkesatywan2000@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Select
1673241	Pallavi Vikas More	pallavimore820@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Select
1676063	Rutwick Machhindranath Pawar	bunnypawar0905@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Select
1682537	Prasad Sambhajirao Bhingarde	bhingardeprasad4698@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Select
1377649	JAYESH ANIL SHIMPI	jayeshshimpi1109@gmail.com	Maharashtra Institut	TECH SELECT - HR DONE	Genc Select
1680117	Sujay Dadabhau Chaudhari	sdchaudhari@mitaoe.ac.in	Maharashtra Institut	TECH SELECT - HR DONE	Genc Select



(385)
Vikas Singh <vssingh@mitaoe>

Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Mon, Jan 17, 2022 at

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Forwarded message

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

Forwarded message

From: <Kaustubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

Cognizant

Campus Hiring - 2022

From internship to higher education
We have you covered!



Dear Professor Hemant Mali,

Greetings from Campus Recruitment Team!



Here is the most awaited Final Results of the
GenC Elevate and GenC Interviews!

After an exciting Hiring season, we are happy to share the most awaited Final Consolidated Results for the Interviews conducted for the Campus GenC Elevate and GenC.

Our heartiest congratulations to all the selected candidates & we look forward to onboard them

1414539	Yaseen Yunus Sheikh	vysheikh@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9049330420	GenC Select
1417161	Satyeet Bhanudas Biradar	sbbradar@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8788471670	GenC Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com	Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com	Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swpnlgaikwad@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phuiwadder	shriniwasphulwadder@gmail.com	Maharashtra Institute of Technology, Pune	9021000195	GenC Select
1423992	dnyaneshwari shriram pacharne	dnyaneshwarip2803@gmail.com	Maharashtra Institute of Technology, Pune	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com	Maharashtra Institute of Technology, Pune	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com	Maharashtra Institute of Technology, Pune	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com	Maharashtra Institute of Technology, Pune	7977269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com	Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawarshubham89@gmail.com	Maharashtra Institute of Technology, Pune	7755906032	GenC Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com	Maharashtra Institute of Technology, Pune	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com	Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	snshinde253@gmail.com	Maharashtra Institute of Technology, Pune	7385727449	GenC Select
1461014	Piyush Jeevan Jagdale	pjagdale@gmail.com	Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhami Misra	shubhmani27200@gmail.com	Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com	Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com	Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com	Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com	Maharashtra Institute of Technology, Pune	9307846778	GenC Select
1481136	Vinayak Arun Thote	vinayaktote932@gmail.com	Maharashtra Institute of Technology, Pune	8208415381	GenC Select
1494636	kumar harsh	kumarharshrocks21@gmail.com	Maharashtra Institute of Technology, Pune	7991140212	GenC Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9146586119	GenC Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com	Maharashtra Institute of Technology, Pune	9420271050	GenC Select
1583668	Rahul Ravindra Tarte	rahulrt9@gmail.com	Maharashtra Institute of Technology, Pune	8104460198	GenC Select
1096503	Manas Saishekar Addepalli	manasaddepalli23@gmail.com	Maharashtra Institute of Technology, Pune	8956131254	GenC Select
1096097	Abhisangh Singh Arora	agarora@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7769848017	GenC Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7620807898	GenC Select
1104872	Nikhil Parshuram Marathe	marathe2681@gmail.com	Maharashtra Institute of Technology, Pune	7448015773	GenC Select
1108857	Sudarshan Shah	sudarshanshahpk@gmail.com	Maharashtra Institute of Technology, Pune	9024853565	GenC Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select



Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

1 message

Mon, Jan 17, 2022 at

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Forwarded message

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 2:39 PM
Subject: Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

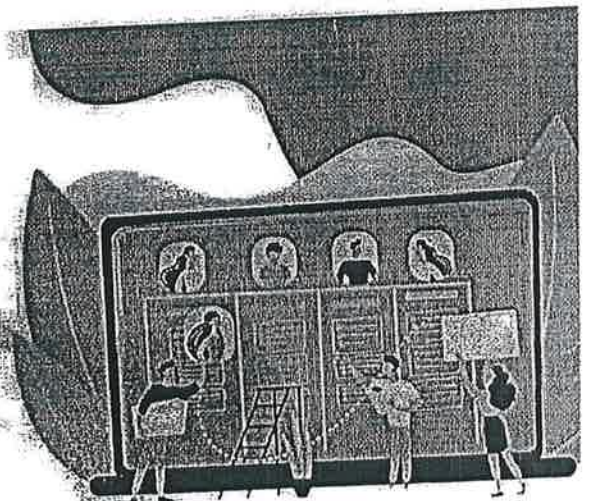
Forwarded message

From: <Kaushtubh.Thanawala@cognizant.com>
Date: Wed, Oct 13, 2021 at 12:40 PM
Subject: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC
To: <hemant.mali@mitwpu.edu.in>
Cc: <Raunak.Chaudhary2@cognizant.com>

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Our heartiest congratulations to all the selected candidates & we look forward to onboard them

1351666	Ritika Kumari	ritikanand2503@gmail.com	Maharashtra Institute of Technology, Pune	9158347803	GenC Select
1352541	Kanad Bhushan Dhok	kanaddhok1901@gmail.com	Maharashtra Institute of Technology, Pune	8888348366	GenC Select
1353153	vaibhav bhosale	vbhosale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9309943699	GenC Select
1353421	Soham Jayesh Borawake	1032180022@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	8888706929	GenC Select
1353802	Suyash Santosh Gugale	1032191746@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7887667146	GenC Select
1353959	shekhar chouhan	1032181665@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7006111025	GenC Select
1354024	payal vijaykumar shelke	1032181683@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9545280807	GenC Select
1362764	keeshav kumar	kumar.keeshav601@gmail.com	Maharashtra Institute of Technology, Pune	8839173842	GenC Select
1363057	Takshay Vikas Sayre	takshay28.sayre@gmail.com	Maharashtra Institute of Technology, Pune	9370546796	GenC Select
1367368	Rutesh Rajesh Badwaik	ruteshbadwaik545@gmail.com	Maharashtra Institute of Technology, Pune	9527477350	GenC Select
1367411	Anand Balaji Bharti	bhartianand0509@gmail.com	Maharashtra Institute of Technology, Pune	7448243619	GenC Select
1367471	Madura Manoj Bhatt	madurabhatt@gmail.com	Maharashtra Institute of Technology, Pune	7066351243	GenC Select
1367659	Akshay Dani	asdani@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8999035725	GenC Select
1368467	Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	Maharashtra Institute of Technology, Pune	9359080894	GenC Select
1375960	Athrav Manoj Jagtap	amjagtap@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8329309432	GenC Select
1377823	Rakesh Rama Sapkal	rakeshsapkalr02@gmail.com	Maharashtra Institute of Technology, Pune	8329155347	GenC Select
1380113	Chaitanya Girish Dandekar	chaitanyadandekar123@gmail.com	Maharashtra Institute of Technology, Pune	7620083414	GenC Select
1380906	Ritik Gulab Janbandhu	ritikjanbandhu999@gmail.com	Maharashtra Institute of Technology, Pune	8928765411	GenC Select
1381555	Sumit nandu kale	1032191777@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9284045048	GenC Select
1385547	Rutuja Dilip Agashe	rutujaagash16@gmail.com	Maharashtra Institute of Technology, Pune	7588286493	GenC Select
1385918	Manisha Prabhakar Kale	mpkale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7447897403	GenC Select
1391652	NISHANT PRAKASH	nishantprakash1234@gmail.com	Maharashtra Institute of Technology, Pune	9919150099	GenC Select
1392169	Mohit Jagrut Alone	mohitalone619@gmail.com	Maharashtra Institute of Technology, Pune	7447753557	GenC Select
1392969	Vishal Aniruddha Purkar	vishalpurkar100@gmail.com	Maharashtra Institute of Technology, Pune	7066900818	GenC Select
1395613	Mohammed Aquib Hanif Shaikh	aqubsh99@gmail.com	Maharashtra Institute of Technology, Pune	9011127269	GenC Select
1395746	Shantanu Pabitar	shantanupabitar@gmail.com	Maharashtra Institute of Technology, Pune	9325503779	GenC Select
1396968	Ujwal Sunilkumar Bhagat	bhagatuwalis@gmail.com	Maharashtra Institute of Technology, Pune	7798088617	GenC Select
1399331	Shatabdi Santosh Jankar	shatabdijankar412@gmail.com	Maharashtra Institute of Technology, Pune	7020412894	GenC Select
1399517	Mrunal Kumar Barapatre	mrunalb2609@gmail.com	Maharashtra Institute of Technology, Pune	9423229609	GenC Select
1401450	Aman Sunil Walke	walke016@gmail.com	Maharashtra Institute of Technology, Pune	9359628963	GenC Select
1402139	Paresh Agatrao Pawar	pawarparesh1399@gmail.com	Maharashtra Institute of Technology, Pune	9359814816	GenC Select
1405754	utkarsh ashok kumar dubey	utkarshd980@gmail.com	Maharashtra Institute of Technology, Pune	9359228469	GenC Select
1406568	Rupali Bharat Patil	123cogrupali@gmail.com	Maharashtra Institute of Technology, Pune	8459176264	GenC Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9370935239	GenC Select
1411311	Shreyan Suresh Koshti	koshtishreyan1309@gmail.com	Maharashtra Institute of Technology, Pune	8408946169	GenC Select
1413596	Nikita Barman	nbarman1208@gmail.com	Maharashtra Institute of Technology, Pune	7086980977	GenC Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	8806865121	GenC Select

388

Vikas Singh <vssingh@mitae>



Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

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Mon, Jan 17, 2022

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

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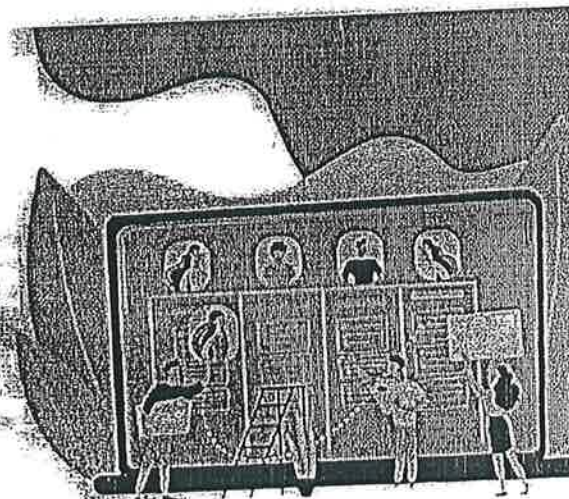
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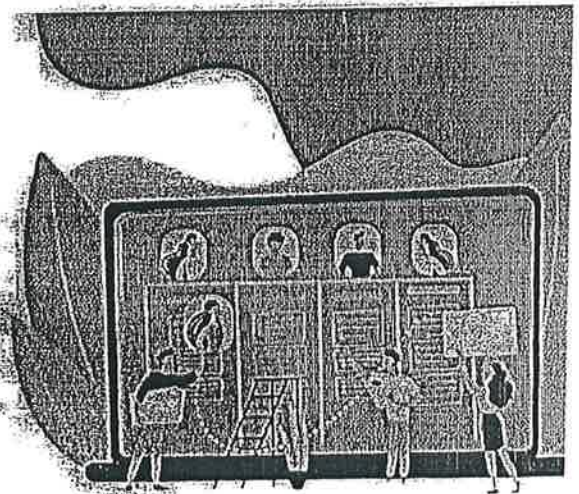
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1417161	Satyjeet Bhanudas Biradar	sbbradar@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	8788471670	GenC Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com		Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrivivasphulwadkar@gmail.com		Maharashtra Institute of Technology, Pune	9021000195	GenC Select
1423992	dnyaneshwari shriram pacharne	dnyaneshwarip2803@gmail.com		Maharashtra Institute of Technology, Pune	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com		Maharashtra Institute of Technology, Pune	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vlachake@gmail.com		Maharashtra Institute of Technology, Pune	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhari	nikhilikhari26@gmail.com		Maharashtra Institute of Technology, Pune	7977269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com		Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com		Maharashtra Institute of Technology, Pune	7755906032	GenC Select
1454211	Soham Chandrakant Bhusari	xyelius10007@gmail.com		Maharashtra Institute of Technology, Pune	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in		Maharashtra Institute of Technology, Pune	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in		Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com		Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	snsinde253@gmail.com		Maharashtra Institute of Technology, Pune	7385727449	GenC Select
1461014	Piyush Jeevan Jagdale	pijagdale@gmail.com		Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhman Misra	shubhman127200@gmail.com		Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com		Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com		Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com		Maharashtra Institute of Technology, Pune	9307846778	GenC Select
1481136	Vinayak Arun Thote	vinayaktote932@gmail.com		Maharashtra Institute of Technology, Pune	8208415381	GenC Select
1494636	kumar harsh	kumarharshrocks21@gmail.com		Maharashtra Institute of Technology, Pune	7991140212	GenC Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9146586119	GenC Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com	✓	Maharashtra Institute of Technology, Pune	9420271050	GenC Select
1583668	Rahul Ravindra Tarte	rahult99@gmail.com		Maharashtra Institute of Technology, Pune	8104460198	GenC Select
1096503	Manas Saishekhar Addepalli	manasaddepalli23@gmail.com		Maharashtra Institute of Technology, Pune	8956131254	GenC Select
1096097	Abhisangh Singh Arora	agarora@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7769848017	GenC Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620807898	GenC Select
1104872	Nikhil Parshuram Marathe	marathe2681@gmail.com		Maharashtra Institute of Technology, Pune	7448015773	GenC Select
1108857	Sudarshan Shah	sudarshanshahpk@gmail.com		Maharashtra Institute of Technology, Pune	9024853565	GenC Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select

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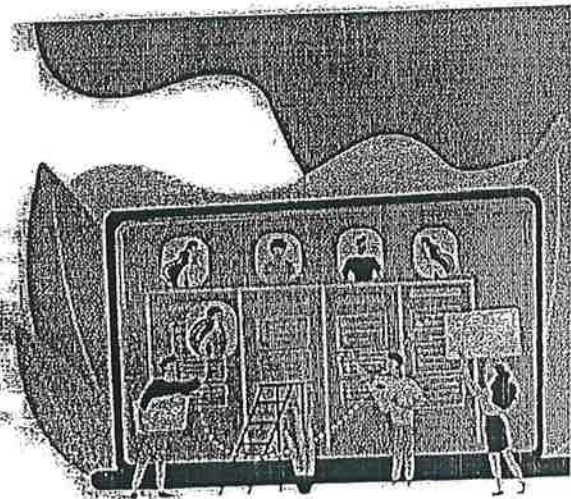
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1583668	Rahul Ravindra Tarte	rahulr99@gmail.com		Maharashtra Institute of Technology, Pune	8104460198	GenC Select
1096503	Manas Saisnekar Addepalli	manasaddepalli23@gmail.com		Maharashtra Institute of Technology, Pune	8956131254	GenC Select
1096097	Abhisangh Singh Arora	agerora@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7769848017	GenC Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620807898	GenC Select
1104872	Nikhil Parshuram Marathe	marathe2681@gmail.com	✓	Maharashtra Institute of Technology, Pune	7448015773	GenC Select
1108857	Sudarshan Shah	sudarshan Shahpk@gmail.com		Maharashtra Institute of Technology, Pune	9024853565	GenC Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select

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Vikas Singh <vssingh@mitae>



Fwd: Cognizant 2022 Final Consolidated Results Announcement - Campus GenC Elevate and GenC

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Mon, Jan 17, 2022

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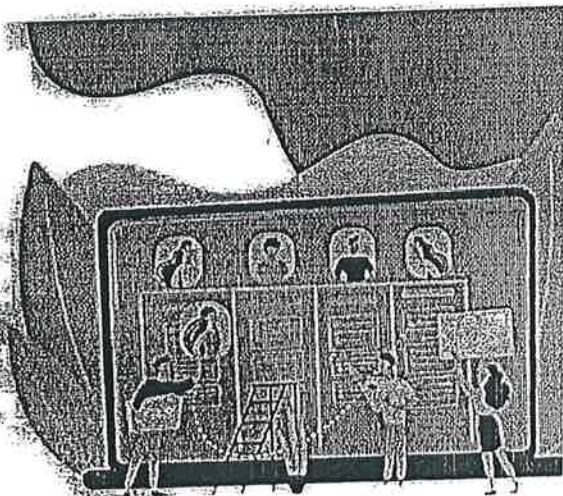
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Cc: <Raunak.Chaudhary2@cognizant.com>

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1351686	Ritika Kumari	ritikanand2503@gmail.com	Maharashtra Institute of Technology, Pune	9158347803	GenC Select
1352541	Kanad Bhushan Dhok	kanaddhok1901@gmail.com	Maharashtra Institute of Technology, Pune	8888348366	GenC Select
1353153	vaibhav bhosale	vnbhosale@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	9309943699	GenC Select
1353421	Soham Jayesh Borawake	1032180022@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	8888706929	GenC Select
1353802	Suyash Santosh Gugale	1032191746@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7887667146	GenC Select
1353959	shekar chouhan	1032181665@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	7006111025	GenC Select
1354024	payal vijaykumar shelke	1032181683@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9545280807	GenC Select
1362764	keshav kumar	kumar.keshav01@gmail.com	Maharashtra Institute of Technology, Pune	8839173842	GenC Select
1363057	Takshay Vikas Sayre	takshay28_sayre@gmail.com	Maharashtra Institute of Technology, Pune	9370546796	GenC Select
1367368	Rutesh Rajesh Badwaik	ruteshbadwaik545@gmail.com	Maharashtra Institute of Technology, Pune	9527477350	GenC Select
1367411	Anand Balaji Bharti	bhartianand0509@gmail.com	Maharashtra Institute of Technology, Pune	7448243619	GenC Select
1367471	Madura Manoj Bhatt	madurabhatt@gmail.com	Maharashtra Institute of Technology, Pune	7066351243	GenC Select
1367659	Akshay Dari	asdari@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8999035725	GenC Select
1368467	Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	Maharashtra Institute of Technology, Pune	9359080894	GenC Select
1375960	Athrav Manoj Jagtap	amjagtap@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8329309432	GenC Select
1377823	Rakesh Rama Sapkale	rakeshsapkale02@gmail.com	Maharashtra Institute of Technology, Pune	8329155347	GenC Select
1380113	Chaitanya Girish Dandekar	chaitanyadandekar123@gmail.com	Maharashtra Institute of Technology, Pune	7620083414	GenC Select
1380906	Ritik Gulab Janbandhu	ritikjanbandhu999@gmail.com	Maharashtra Institute of Technology, Pune	8928765411	GenC Select
1381555	Sumit nandu kale	1032191777@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9284045048	GenC Select
1385547	Rutuja Dilip Agashe	rutujaagashes16@gmail.com	Maharashtra Institute of Technology, Pune	7588286493	GenC Select
1385918	Manisha Prabhakar Kale	mpkale@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	7447897403	GenC Select
1391652	NISHANT PRAKASH	nishantprakash1234@gmail.com	Maharashtra Institute of Technology, Pune	9919150099	GenC Select
1392169	Mohit Jagrut Alone	mohitalone619@gmail.com	Maharashtra Institute of Technology, Pune	7447753557	GenC Select
1392969	Vishal Aniruddha Purkar	vishalpurkar100@gmail.com	Maharashtra Institute of Technology, Pune	7066900818	GenC Select
1395613	Mohammed Aquib Hanif Shaikh	aquibsh99@gmail.com	Maharashtra Institute of Technology, Pune	9011127269	GenC Select
1395746	Shantanu Pabitar	shantanupabitar@gmail.com	Maharashtra Institute of Technology, Pune	9325503779	GenC Select
1396968	Ujwal Sunilkumar Bhagat	bhagatuajwals@gmail.com	Maharashtra Institute of Technology, Pune	7798088617	GenC Select
1399331	Shatabdi Santosh Jankar	shatabdijankar412@gmail.com	Maharashtra Institute of Technology, Pune	7020412894	GenC Select
1399517	Mrunal Kumar Barapatre	mrunalb2609@gmail.com	Maharashtra Institute of Technology, Pune	9423229609	GenC Select
1401450	Aman Sunil Walke	walkea016@gmail.com	Maharashtra Institute of Technology, Pune	9359628963	GenC Select
1402139	Paresh Agatrao Pawar	pawarparesh1399@gmail.com	Maharashtra Institute of Technology, Pune	9359814816	GenC Select
1405754	utkarsh ashok kumar dubey	utkarshd980@gmail.com	Maharashtra Institute of Technology, Pune	9359228469	GenC Select
1406568	Rupali Bharat Patil	123cogrupal@gmail.com	Maharashtra Institute of Technology, Pune	8459176264	GenC Select
1410400	Dherya Vardhan	1032180797@mitwpu.edu.in	Maharashtra Institute of Technology, Pune	9370935239	GenC Select
1411311	Shreyan Suresh Koshti	koshtishreyan1309@gmail.com	Maharashtra Institute of Technology, Pune	8408946169	GenC Select
1413596	Nikita Barman	nbarman1208@gmail.com	Maharashtra Institute of Technology, Pune	7086980977	GenC Select
1414493	Aditya Sanjiv Jadhav	adityajadhav@mitaoe.ac.in	Maharashtra Institute of Technology, Pune	8806865121	GenC Select



(392)
Vikas Singh <vssingh@mitae.ac.in>

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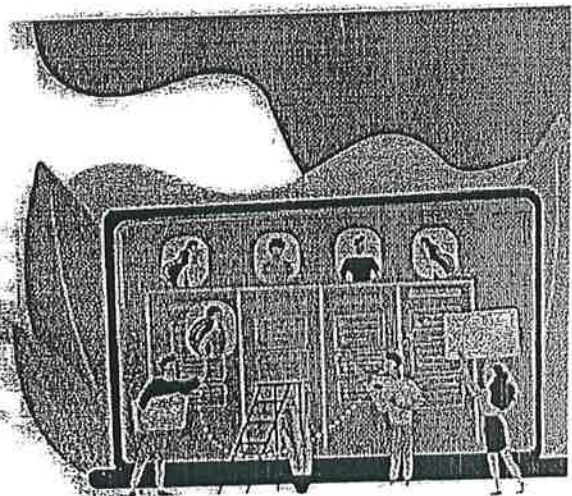
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1414539	Yaseen Yunus Sheikh	yysheikh@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9049330420	GenC Select
1417161	Satyjeet Bhanudas Biradar	sbbiradar@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	8788471670	GenC Select
1418204	Atharva Diwakar Kode	atharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	GenC Select
1421299	Mohit mahesh Phadtare	mohitphadtare29@gmail.com		Maharashtra Institute of Technology, Pune	7888035094	GenC Select
1421333	Swapnil Sanjay Gaikwad	swapnilgaikwad@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370191239	GenC Select
1421767	Yallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	GenC Select
1423325	Shrinivas Anil Phulwadkar	shrinishvasphulwadkar@gmail.com		Maharashtra Institute of Technology, Pune	9021000195	GenC Select
1423992	dnyaneshwari shriram pacharne	dnyaneshwarip2803@gmail.com		Maharashtra Institute of Technology, Pune	9112684636	GenC Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com		Maharashtra Institute of Technology, Pune	8275215713	GenC Select
1424952	Vedant Nitin Lachake	vnlachake@gmail.com		Maharashtra Institute of Technology, Pune	913054135	GenC Select
1426800	Samiksha Raju Ghodmare	srgghodmare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhari	nikhilikhari26@gmail.com		Maharashtra Institute of Technology, Pune	7977269438	GenC Select
1443773	Anurag Mahesh Rangle	anurag.rangle21@gmail.com		Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawareshubham89@gmail.com		Maharashtra Institute of Technology, Pune	7755906032	GenC Select
1454211	Soham Charadrakant Bhusari	xyelius10007@gmail.com		Maharashtra Institute of Technology, Pune	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in		Maharashtra Institute of Technology, Pune	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in		Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com		Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	snshinde253@gmail.com		Maharashtra Institute of Technology, Pune	7385727449	GenC Select
1461014	Piyush Jeewan Jagdale	pjagdale@gmail.com		Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhami Misra	shubhami27200@gmail.com		Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com		Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnawade1234@gmail.com		Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com		Maharashtra Institute of Technology, Pune	9307846778	GenC Select
1481136	Vinayak Arun Thote	vinayakthote932@gmail.com		Maharashtra Institute of Technology, Pune	8208415381	GenC Select
1494636	kumar harsh	kumarharshrocks21@gmail.com		Maharashtra Institute of Technology, Pune	7991140212	GenC Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9146586119	GenC Select
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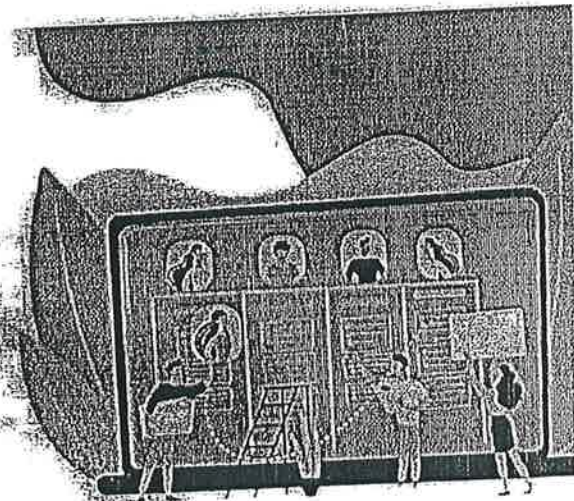
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1418204	Atharva Diwakar Kode	atharvakode106@gmail.com		Maharashtra Institute of Technology, Pune	8237814222	Genc Select
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1421767	Vallesh Laxmikant Mone	ylmone@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9172758903	Genc Select
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1423992	dryaneshwari shriram pacharne	dryaneshwarip2803@gmail.com		Maharashtra Institute of Technology, Pune	9112684636	Genc Select
1424310	Pratiksha Bala Gore	pratiksha.gore.22@gmail.com		Maharashtra Institute of Technology, Pune	8275215713	Genc Select
1424952	Vedant Nitin Lachake	vnachake@gmail.com		Maharashtra Institute of Technology, Pune	9130554135	Genc Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	7620236705	Genc Select
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1461014	Piyush Jeevan Jagdale	pijagdale@gmail.com		Maharashtra Institute of Technology, Pune	9923529899	Genc Select
1461228	Shubhmani Misra	shubhman127200@gmail.com		Maharashtra Institute of Technology, Pune	9711707410	Genc Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com		Maharashtra Institute of Technology, Pune	9112284608	Genc Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9370009830	Genc Select
1467211	Pratik Singh	placement1032@gmail.com		Maharashtra Institute of Technology, Pune	6204465714	Genc Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com		Maharashtra Institute of Technology, Pune	8291578981	Genc Select
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1481136	Vinayak Arun Thote	vinayakthote932@gmail.com		Maharashtra Institute of Technology, Pune	8208415381	Genc Select
1494636	kumar harsh	kumarharshrocks21@gmail.com		Maharashtra Institute of Technology, Pune	7991140212	Genc Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in	✓	Maharashtra Institute of Technology, Pune	9146586119	Genc Select
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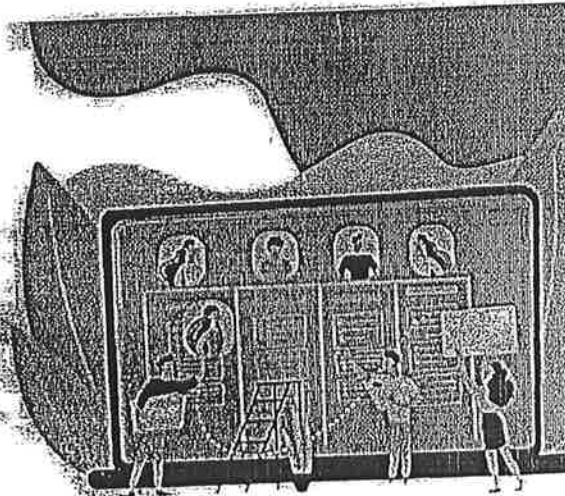
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1424952	Vedant Nitin Lachake	vnlachake@gmail.com ✓	Maharashtra Institute of Technology, Pune	9130554135	GenC Select
1426800	Samiksha Raju Ghodmare	srghodmare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7620236705	GenC Select
1430689	Nikhil Rajesh Likhar	nikhillikhar26@gmail.com ✓	Maharashtra Institute of Technology, Pune	797269438	GenC Select
1443773	Anurag Mahesh Rangole	anurag.rangole21@gmail.com ✓	Maharashtra Institute of Technology, Pune	9552518348	GenC Select
1453005	Shubham Navnath Taware	tawarashubham89@gmail.com ✓	Maharashtra Institute of Technology, Pune	7755906032	GenC Select
1454211	Soham Chandrakant Bhursari	xyelius10007@gmail.com ✓	Maharashtra Institute of Technology, Pune	7249292346	GenC Select
1454403	SONIYA MAKARAND BHAMBURE	1032191653@mitwpu.edu.in ✓	Maharashtra Institute of Technology, Pune	7972207970	GenC Select
1455559	Viraj Rajendra Adkane	vradkane@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7057246990	GenC Select
1456256	Vedant Niteen Kulkarni	vedantkulkarni.vk25@gmail.com ✓	Maharashtra Institute of Technology, Pune	7447613744	GenC Select
1460768	Suyash Nandkishor Shinde	sushinde253@gmail.com ✓	Maharashtra Institute of Technology, Pune	7385727449	GenC Select
1461014	Piyush Jeevan Jagdale	pijagdale@gmail.com ✓	Maharashtra Institute of Technology, Pune	9923529899	GenC Select
1461228	Shubhmani Misra	shubhmaniz7200@gmail.com ✓	Maharashtra Institute of Technology, Pune	9711707410	GenC Select
1463385	Amruta Bhimrao Mali	amrutamali2001@gmail.com ✓	Maharashtra Institute of Technology, Pune	9112284608	GenC Select
1465135	Gaurav Bhimraj Bagul	gbbagul@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9370009830	GenC Select
1467211	Pratik Singh	placement1032@gmail.com ✓	Maharashtra Institute of Technology, Pune	6204465714	GenC Select
1468131	Snehal Govind Nalawade	snehalnalawade1234@gmail.com ✓	Maharashtra Institute of Technology, Pune	8291578981	GenC Select
1480722	Harshada Dhanraj Bansode	bansodeharshada307@gmail.com ✓	Maharashtra Institute of Technology, Pune	9307846778	GenC Select
1481136	Vinayak Arun Thote	vinayakthote932@gmail.com ✓	Maharashtra Institute of Technology, Pune	8208415381	GenC Select
1494636	kumar harsih	kumarharshrocks21@gmail.com ✓	Maharashtra Institute of Technology, Pune	7991140212	GenC Select
1539364	Ankit Chhotu Pithale	acpithale@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	9146586119	GenC Select
1574611	Dheeraj Sudhakar Chaudhari	dheeraj9420271050@gmail.com ✓	Maharashtra Institute of Technology, Pune	9420271050	GenC Select
1583668	Rahul Ravindra Tarte	rahulrt99@gmail.com ✓	Maharashtra Institute of Technology, Pune	8104460198	GenC Select
1096503	Manas Saishekhar Addepalli	manasadeipalli23@gmail.com ✓	Maharashtra Institute of Technology, Pune	8956131254	GenC Select
1096097	Abhisangh Singh Arora	agarora@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7769848017	GenC Select
1100900	Shivam Prithviraj Singh	spsingh@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7620807898	GenC Select
1104872	Nikhil Parshuram Marathe	marathe681@gmail.com ✓	Maharashtra Institute of Technology, Pune	7448015773	GenC Select
1108857	Sudarshan Shah	sudarshanshahpk@gmail.com ✓	Maharashtra Institute of Technology, Pune	9024853565	GenC Select
1115120	Omkar Pandit Bhandare	opbhandare@mitaoe.ac.in ✓	Maharashtra Institute of Technology, Pune	7262063540	GenC Select

(396)

Final Selection Offers | Tata Electronics Pvt Ltd**Pramod Dastoorkar Head Corporate Relation - MITAOE** <dastoorkarpp@mitaoe.ac.in>

Tue, Mar 29, 2022 at 9:36 AM

To: Vikas Singh <vssingh@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.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: Animesh Kumawat <animesh.kumawat@tataelectronics.co.in>

Date: Sat, Oct 30, 2021 at 5:41 PM

Subject: Final Selection Offers | Tata Electronics Pvt Ltd

To: akanksha@unipune.ac.in <akanksha@unipune.ac.in>

Cc: tpo@aitpune.edu.in <tpo@aitpune.edu.in>, placement@coep.ac.in <placement@coep.ac.in>, harshitdesai@mitid.edu.in <harshitdesai@mitid.edu.in>, dastoorkarpp@mitaoe.ac.in <dastoorkarpp@mitaoe.ac.in>, placements@cumminscollge.in <placements@cumminscollge.in>

Dear team,

The following students have been selected from **Savitribai Phule Pune University, Pune, Maharashtra** as a Graduate Engineer Trainee (GET) at **Tata Electronics Pvt. Ltd.:**

S. No.	Name	College Name	University Name	Email ID
1	Patil Sakshi Suresh	Army Institute of Technology, Pune, Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	sakshi_19967@aitpune.edu.in
2	Joshi Tejal Nitin	College of Engineering Pune, Pune, Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	tejaljoshi165@gmail.com
3	Deepti Ashok Thigale	Maharashtra Academy of Engineering and Educational Research Maharashtra Institute of Technology, Pune, Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	deeptithigale@gmail.com

4	Totre Chetana Sitaram	MIT, Pune(MIT Academy of Engineering, Pune), Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	chetanatotre27@gmail.com
5	Aishwarya Rajesh Umap	MKSSS's, Pune (Maharshi Karve stree Shikshan Sanstha's Cummins College of Engineering for Women, Pune), Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	aishwarya.umap@cumminscollege.in

Kindly inform the students of their selection status and share with us the confirmation that they have been signed out of the subsequent placement processes by **Monday, November 1st, 2021, EOD.**

Thank you for your support throughout the process!

Best regards,

Animesh

Animesh Singh Kumawat

Human Resources

Tata Electronics Private Limited

No. 842,936,937,935,938,949,918,934,919 | Uddanapalli Village |

Rayakottai Road | Krishnagiri District 635119 | Tamil Nadu, India.

Mobile +91-9024618462

animesh.kumawat@tataelectronics.co.in

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Final Selection Offers | Tata Electronics Pvt Ltd

Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

Tue, Mar 29, 2022 at 9:36

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

AM

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.
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Date: Sat, Oct 30, 2021 at 5:41 PM

Subject: Final Selection Offers | Tata Electronics Pvt Ltd

To: akanksha@unipune.ac.in <akanksha@unipune.ac.in>

Cc: tpo@aitpune.edu.in <tpo@aitpune.edu.in>, placement@coep.ac.in <placement@coep.ac.in>, harshitdesai@mitid.edu.in <harshitdesai@mitid.edu.in>, dastoorkarpp@mitaoe.ac.in

<dastoorkarpp@mitaoe.ac.in>, placements@cumminscollege.in <placements@cumminscollege.in>

Dear team,

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S. No.	Name	College Name	University Name	Email ID
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2	Joshi Tejal Nitin	College of Engineering Pune, Pune, Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	tejaljoshi165@gmail.com
3	Deepti Ashok Thigale	Maharashtra Academy of Engineering and Educational Research Maharashtra Institute of Technology, Pune, Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	deeptithigale@gmail.com

4	Totre Chetana Sitaram	MIT, Pune(MIT Academy of Engineering, Pune), Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	chetanatotre27@gmail.com
5	Aishwarya Rajesh Umap	MKSSS's, Pune (Maharshi Karve stree Shikshan Sanstha's Cummins College of Engineering for Women, Pune), Maharashtra	Savitribai Phule Pune University, Pune, Maharashtra	aishwarya.umap@cumminscollege.in

Kindly inform the students of their selection status and share with us the confirmation that they have been signed out of the subsequent placement processes by **Monday, November 1st, 2021, EOD.**

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Best regards,

Animesh

Animesh Singh Kumawat

Human Resources

Tata Electronics Private Limited

No. 842,936,937,935,938,949,918,934,919 | Uddanapalli Village |

Rayakottai Road | Krishnagiri District 635119 | Tamil Nadu, India.

Mobile +91-9024618462

animesh.kumawat@tataelectronics.co.in

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Fwd: ProcMart Internship Offer Letter - Deepak Katole

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Tue, May 10, 2022 at 5:01 PM

FYI

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Sat, Mar 26, 2022 at 12:11 PM
Subject: Fwd: ProcMart Internship Offer Letter - Deepak Katole
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: **Hiring Manager** <hr@procmart.com>
Date: Wed, Nov 10, 2021 at 8:55 PM
Subject: Re: ProcMart Internship Offer Letter - Deepak Katole
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: <dskatole@mitaoe.ac.in>, <centralplacements@mitwpu.edu.in>, <anil.pacha@mitaoe.ac.in>

Dear Deepak,

Please find attached the revised offer letter with Date of Joining changed to 3rd Jan 2022.

Request you to please share the signed offer letter as your acceptance of the offer.

Thanks and Regards,

HR Manager



E: hr@procmart.com

W: www.procmart.com



ProcMart Internship Offer Letter - Deepak Katole.pdf
192K

(400)

Fwd: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

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

Thu, Apr 21, 2022 at 3:02 PM

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

From: **Amith, Alfonso** <alfonse.amith@accenture.com>

Date: Thu, Nov 11, 2021 at 12:13 PM

Subject: RE: Talent Drive 2022 Congratulations! Shortlisted students from Dr. Vishwanath Karad MIT World Peace University , Pune

To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>



Dear Placement Officer,

We thank you for partnering with us in our recruitment drive 2022. Our team has been thankful for your efforts and appreciative of your support across our process.

It gives us immense pleasure to announce **14** students have been shortlisted from your prestigious institute and we would be glad to extend a Letter of Intent to them. Students will also receive an email and SMS notification on their selection.

It has been an exciting journey for us and are glad to have had an opportunity interviewing your students. You can contact Zonal POC (alfonse.amith@accenture.com) or Zonal Lead (prakhar.d.tripathi@accenture.com) for further queries.

Our team will be in contact with students as we proceed further in the process till they onboard us.

Wishing you and students the best,

[Quoted text hidden]

 **MIT Academy of engineering - Pune.xlsx**
12K

Candidate Id	Candidate Name	Gender	Mobile	Email ID	College Name	Final Status
1902387	Kunjai Kishor Wadke	Female	9860849634	kunjaiwadke77@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	Advanced ASE
1902567	Sahil Sandesh Katle	Male	8805689477	sahilkatle5@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902979	Saurabh Sunil Solanke	Male	9028066793	saaurabh.solanke@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902555	Rushal Dattakumar Pedram	Male	8999965409	pedramrushal12345@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903303	Mohit Malviya	Male	9067915379	mohitmalviya292@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1902591	Saloni Sanjay Ekal	Female	7972816820	saloniekal@yahoo.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903115	Neha Ganpat Patil	Female	7066702132	nehaapatil20@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
342125	Maithily Marathe	Female	7219237649	maithilymarathe9a@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903341	Samiksha Karmore	Female	7020519897	samishnakarmore159@gmail.com	Dr. Vishwanath Karad MIT World Peace University, Pune	ASE
1903951	Suyash Sudhakar Tirpude	Male	8169853006	tirpudesuyash1199@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	Advanced ASE
1903629	Mayuri Jivan Kirda	Female	9156934112	mayurikirda350@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903755	Rohan Rajesh Jawalkar	Male	9359920437	rohanjawalkar262000@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903855	Satyata Dilesh DharGawe	Female	8329622983	satyata999@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE
1903821	Saloni Sharma	Female	9518327352	salsharma1021478@gmail.com	MITAOE Pune - MIT Academy of engineering - Pune	ASE

Fwd: Selection :: Mechanical_Aker Solutions

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:09 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 12:01 PM
Subject: Fwd: Selection :: Mechanical_Aker Solutions
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Phatak, Yash** <Yash.Phatak@akersolutions.com>
Date: Thu, Nov 18, 2021 at 10:14 AM
Subject: Selection :: Mechanical
To: pdshinde@mitaoe.ac.in <pdshinde@mitaoe.ac.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi Pranav,

We are glad to inform you that you are selected in our Mechanical discipline.

COLLEGE	NAME	Discipline
MIT	PRANAV SHINDE	Mechanical - Rotary

Offer letters and further procedures will be coordinated with you directly.

Request you to confirm you acceptance on this email.

Yash Phatak
Recruitment - Mumbai
Aker Solutions

Tel: +912266915525
yash.phatak@akersolutions.com | www.akersolutions.com

Aker Powergas Pvt. Ltd.

Visiting address: Powergas House, i-Think Techno Campus, Kanjurmarg (East), Mumbai - 400042, Maharashtra, India
Registered in India, registration no. U74210MH1973 PTC 016253



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402

Offer: Computer Consultancy
Ref: TCSL/DT20218263989/Pune
Date: 02/11/2021

Ms. Namrata Vikas Surwase
NaAt Post Kajala.,
Samarth Nagar,
Osmanabad-413501,
Maharashtra.
Tel# 91-8830346340

Dear Namrata Vikas Surwase,

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/DT20218263989

1

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.

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5

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



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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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

21. 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.

22. 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.

23. 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

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TCSL/DT20218263989

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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



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.

24. 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.

25. 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

Girish V. Nandimath
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	Namrata Vikas Surwase
Designation	Assistant System Engineer-Trainee
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
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 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
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR 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	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	KOLKATA 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum 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

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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.



10. 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.

11. 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.

Fwd: Linde Campus Hiring 2022

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:10

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

PM

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

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

Date: Fri, Dec 24, 2021 at 11:40 AM

Subject: Fwd: Linde Campus Hiring 2022

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Susmita Gorai (External)** <Susmita.Gorai@linde.com>

Date: Sat, Dec 11, 2021 at 11:14 AM

Subject: Linde Campus Hiring 2022

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: Virali Mehta (External) <Virali.Mehta@linde.com>

Dear Team,

Greetings from Linde!

We are elated to inform you that the below mentioned are final select for our Catalyst program 2022.

Name of the Student	Stream
Vasundhara Arya	Mechanical
Komal Bondare	Mechanical
Aishwarya Sawkar	Mechanical
Aishwarya Dhokare	Mechanical

Congratulations!

Thank you team for your continuous help & coordination.

Warm Regards,

Susmita Gorai

West & Central-Human Resource



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Fwd: Linde Campus Hiring 2022

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:00 PM

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

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

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

Date: Fri, Dec 24, 2021 at 11:40 AM

Subject: Fwd: Linde Campus Hiring 2022

To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: Susmita Gorai (External) <Susmita.Gorai@linde.com>

Date: Sat, Dec 11, 2021 at 11:14 AM

Subject: Linde Campus Hiring 2022

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali

<hemant.mali@mitwpu.edu.in>

Cc: Virali Mehta (External) <Virali.Mehta@linde.com>

Dear Team,

Greetings from Linde!

We are elated to inform you that the below mentioned are final select for our Catalyst program 2022.

Name of the Student	Stream
Vasundhara Arya	Mechanical
Komal Bondare	Mechanical
Aishwarya Sawkar	Mechanical
Aishwarya Dhokare	Mechanical

Congratulations!

Fwd: Faurecia Result | GET 2022 Drive MIT Pune | 15th Dec

1 message

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Jan 17, 2022 at 3:12 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 24, 2021 at 11:28 AM
Subject: Fwd: Faurecia Result | GET 2022 Drive MIT Pune | 15th Dec
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: SREEDHARAN Dhanesh <dhanesh.sreedharan@faurecia.com>
Date: Fri, Dec 17, 2021 at 2:34 PM
Subject: Faurecia Result | GET 2022 Drive MIT Pune | 15th Dec
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Dr. Hemant,

We are pleased to announce the result of GET drive conducted on 15th Dec. We have selected below candidates for our GET 2022 batch.

Name of the Candidate	Gender	College	Batch
✓ Devendra Kishor Chaudhari	Male	MIT Academy of Engineering	GET
✓ Ganesh Kiran Andhale	Male	MIT Academy of Engineering	GET

We will issue the offer letter at the earliest.

Best Regards,

Dhanesh SREEDHARAN



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