

406

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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407

Fwd: MIT Pune: Invitation for Campus Recruitment

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 11:34 AM
Subject: Fwd: MIT Pune: Invitation for Campus Recruitment
To: Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>

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

From: **Prathima Gampala** <prathima.gampala@acg-world.com>
Date: Wed, Dec 22, 2021 at 9:56 AM
Subject: RE: MIT Pune: Invitation for Campus Recruitment
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear MIT Team,

As confirmed, we have selected

- Sarvesh Darade
- Ankit Anil Khade
- Tanmay Kishor Navarkar

We will roll out offers to them.

Kindly confirm & sing them out from other campus processes.

Regards,

Prathima

ACG

PRATHIMA LAZAR GAMPALA

COE – GLOBAL TALENT ACQUISITION

SciTech Centre, 7 Prabhat Nagar, Jogeshwari (W), Mumbai - 102

Phone: 022 71862302

prathima.gampala@acg-world.com | www.acg-world.com



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409

Offer: Computer Consultancy
Ref: TCSL/DJ20218353096/Pune
Date: 02/11/2021

Mr. Shantanu Pabitwar
35, Sawargaon Mal,
Devthana,
Bhokar-431801,
Maharashtra.
Tel# -

Dear Shantanu Pabitwar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

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TCSL/DT20218353096

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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, Yervada, 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



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR **4,300/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR **3,100/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

**Loans**

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS**Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity :

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS**1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs if any during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a

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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



maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality Clause shall survive the termination or earlier determination of your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. 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.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL



19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)



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.



GROSS SALARY SHEET

Annexure 1

Name	Shantanu Pabitwar
Designation	Systems Engineer
Institute Name	Mit Academy Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264



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 of any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. 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.



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.

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 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@intellipaat.com

Website: www.Intellipaat.com



Follow us on: Twitter | LinkedIn | Facebook | Google+

Fwd: Intellipaat_Campus selections 2022 batch

1 message

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

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Date: Wed, Jan 5, 2022 at 7:34 PM
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To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi,

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Shrutika Ramkrishna Ghadage
Suraj Dasha 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+

Private & Confidential

10th January 2022

OFFER LETTER

Dear Rushikesh,

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:	Rushikesh Kale	
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: KION - Dematic

1 message

Sun, Mar 27, 2022 at 5:27 PM

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

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

From: Balgi, Mahesh <Mahesh.Balgi@dematic.com>

Date: Fri, Jan 28, 2022 at 12:02 PM

Subject: RE: MIT-WPU,Pune: List of interested students for KION - Dematic

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>

Hello Team,

I need to share a selection confirmation email with the following students who are pursuing their final semester / year and are prospective joiners by Mid of this year. Can you please share their e-mail ID/address.

Institute	Job Role (GET)	Student ID No	Full Name	Gender	BE / B.Tech	Specialisation / Discipline
MIT - WPU	GET - Controls	1032181120	Aniket BrijMohan Sharma	Male	B.Tech.	Electrical Engineering
MIT - WPU	GET - Mechanical	220190123	Jay Dhananjay Banbheru	Male	B.Tech.	Mechanical Engineering
MIT - WPU	GET - Mechanical	2018032500229400	Rohit Limbaji Kharve	Male	B.Tech.	Mechanical Engineering
MIT - WPU	GET - Mechanical	120180035	Shubham Sanjay Koshti	Male	B.Tech.	Mechanical Engineering
MIT - WPU	GET - Mechanical	S1032180645	Shubhdha Rajendra Mane	Female	B.Tech.	Mechanical Engineering
MIT - WPU	GET - Mechanical	1032191736	Sohan Sameer Vartak	Male	B.Tech.	Mechanical Engineering

Best Regards,

Mahesh Balgi

mahesh.balgi@dematic.com

From: Balgi, Mahesh

Sent: Monday, December 27, 2021 4:26 PM

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>

Subject: RE: MIT-WPU,Pune: List of interested students for KION - Dematic

Importance: High

Greetings of the Season !

Trust this mail finds you well.

28-03-2022, 09:27

It was a pleasure connecting with you over the call today.

A broad level schedule for the Campus Recruitment is outlined below. **Do let me know a convenient one date / 2 consecutive dates** (based on the batch size / students availability) **when we could visit the Campus for the Placement drive(s).**

I have also attached

- A list of Students who have been screened & shortlisted for the Campus Recruitment process
 - Passed in 2021 & can join immediately (18 students) and
 - Students who would pass out in Mid 2022 (35 students)
- A Student Application Blank (Separate for Mechanical & Controls) that the students have to fill-in and carry a hard copy for their Face to Face Interview with the Panel Member.

The Students have to also carry their original College / Institute Identity Card / Final Year consolidated Marksheet (2021 pass outs) and a copy of their update resume in addition to the above.

A quick snapshot of the panel members from Dematic who would be joining me for the Campus Recruitment

- Ganesh Ram – Director | Engineering – Dematic India
- Biswa Mandal – Director | Global Operations – Dematic India
- Sachin Daware – Country Manager | Dematic India

Schedule for One Day Campus Recruitment

Time	Agenda	Infrastructure
9:00AM – 9:30AM	Arrival & Students Registration / Attendance	Conference Hall with seating arrangements for 25-30 students maintaining social distance and equipped with audio-visual aids and internet connection.
9:30AM – 10:15AM	Introduction to KION – Dematic Organisation, Job role and Campus Recruitment Procedure followed by Q&A	
10:30AM – 3:30PM	Face to Face Interview with Individual Panel Member	4 Break away rooms with Interview type seating arrangements
3:30PM – 5:30PM	Power Interview of shortlisted students with all the Panel members together	
5:30PM – 5:45PM	Announcing the final selection of candidates	Conference Hall with seating arrangements for 25-30 students maintaining social distance and equipped with audio equipment.
5:45PM – 6:15PM	Group connect with selected candidates on next steps & way forward	

Feel free to call me / write back for any clarification.

Best Regards,

Mahesh Balgi

Head – Human Resources

mahesh.balgi@dematic.com

Fwd: KION - Dematic

1 message

Sun, Mar 27, 2022 at 5:27 PM

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

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

From: Balgi, Mahesh <Mahesh.Balgi@dematic.com>

Date: Fri, Jan 28, 2022 at 12:02 PM

Subject: RE: MIT-WPU,Pune: List of interested students for KION - Dematic

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>

Hello Team,

I need to share a selection confirmation email with the following students who are pursuing their final semester / year and are prospective joiners by Mid of this year. Can you please share their e-mail ID/address.

Institute	Job Role (GET)	Student ID No	Full Name	Gender	BE / B.Tech	Specialisation / Discipline
MIT - WPU	GET - Controls	1032181120	Aniket BrijMohan Sharma	Male	B.Tech.	Electrical Engineering
MIT - WPU	GET - Mechanical	220190123	Jay Dhananjay Banbheru	Male	B.Tech.	Mechanical Engineering
MIT - WPU	GET - Mechanical	2018032500229400	Rohit Limbaji Kharve	Male	B.Tech.	Mechanical Engineering
MIT - WPU	GET - Mechanical	120180035	Shubham Sanjay Koshti	Male	B.Tech.	Mechanical Engineering
MIT - WPU	GET - Mechanical	S1032180645	Shubhdha Rajendra Mane	Female	B.Tech.	Mechanical Engineering
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Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, Jitendra Gadhvi <director.cs@mitwpu.edu.in>

Subject: RE: MIT-WPU,Pune: List of interested students for KION - Dematic

Importance: High

Greetings of the Season !

Trust this mail finds you well.

28-03-2022, 09:29

It was a pleasure connecting with you over the call today.

A broad level schedule for the Campus Recruitment is outlined below. **Do let me know a convenient one date / 2 consecutive dates** (based on the batch size / students availability) **when we could visit the Campus for the Placement drive(s).**

I have also attached

- A list of Students who have been screened & shortlisted for the Campus Recruitment process
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- A Student Application Blank (Separate for Mechanical & Controls) that the students have to fill-in and carry a hard copy for their Face to Face Interview with the Panel Member.

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5:45PM – 6:15PM	Group connect with selected candidates on next steps & way forward	

Feel free to call me / write back for any clarification.

Best Regards,

Mahesh Balgi

Head – Human Resources

mahesh.balgi@dematic.com

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 Gadhvi <jitendra.gadhvi@mitwpu.edu.in>

Cc: Khyati Jain <khyati.jain@mitwpu.edu.in>, Gaurv 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	ahlokhande@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@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: IFB Campus selections 2022 batch

1 message

Anil Kumar Pacha <anil.pacha@mitae.ac.in>
To: Vikas Singh <vsingh@mitae.ac.in>

Sat, Mar 26, 2022 at 11:42 AM

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

From: Heena <heena_gajjar@ifbglobal.com>

Date: Sat, 12 Feb 2022, 12:50 pm

Subject: RE: Shortlisted Candidate MIT - VC Round II 09th & 10th February'22

To: Anil Kumar Pacha <anil.pacha@mitae.ac.in>, <ksomani098@gmail.com>

Cc: KASHIRAM VINAYAK MESTRY <kashiram_mestry@ifbglobal.com>

Dear Mr Anil,

The is further with reference to list which I have shared yesterday for shortlisted candidates.

Please note that following candidates have finalised for GET program.

1. Shrushti Khedkar
2. Aishwarya Shete
3. Onkar Vibhute
4. Ankita Vishwakarma
5. Yash Gaikwad
6. Abhinav Date
7. Soumabha Samant
8. Rushal Pedram

Others are in waiting lists of now. Will confirm about selected out of this list in weeks time.We required 2 to 3 candidates out of 8 selected candidates for internship. Internship period will be from 1st March to June 2022. We will have second round for internship for the selected candidates. Interview schedule will be confirmed by next week.

Regards

Heena Gajjar

From: Heena <heena_gajjar@ifbglobal.com>

Sent: 11 February 2022 20:02

To: 'Anil Kumar Pacha' <anil.pacha@mitae.ac.in>, <ksomani098@gmail.com> <ksomani098@gmail.com>

Cc: KASHIRAM VINAYAK MESTRY <kashiram_mestry@ifbglobal.com>

Subject: Shortlisted Candidate MIT - VC Round II 09th & 10th February'22

Hello Mr. Anil,

Kindly find the list of candidates shortlisted in VC Round:

Please Note: The one in Green are selected in VC and the one marked in yellow need to clear 2nd round of interview, basis which we will decide weather they are selected or not

Sr.No	First Name	Middle Name	Last Name	Degree	Degree Specializations	Personal Phone	Campus	Gender	Date of Birth	10th - Aggregate %	12th - Aggregate %	Engineering Aggregate CGPA	Final Result
1	Ved	NA	Aiyar	B.Tech.	Mechanical Engineering	8600783084	MIT - WPU	M	27-10-2000	83.86	78.80	9.47	Shortlisted
2	Abhinav	Satish	Date	B.Tech.	Mechanical Engineering	9075741781	MITAOE	M	31-07-1999	92.80	85.38	8.81	Shortlisted
3	Aishwarya	Ajay	shete	B.Tech.	Electrical Engineering	7517376460	MIT - WPU	F	10-05-2000	96.00	75.85	9.39	Shortlisted
4	Vaze	Nahush	N	B.Tech.	Mechanical Engineering	9511740419	MIT - WPU	M	17-03-2000	79.83	77.85	9.15	Shortlisted
5	Yash	Mahesh	Gaikwad	B.Tech.	Mechanical Engineering	7058970304	MIT - WPU	M	02-05-2001	83.20	NA	8.81	Shortlisted
6	Pankaj	NA	Malav	B.Tech.	Mechanical Engineering	9928484883	MIT - WPU	M	13-11-1998	95.00	78.00	8.50	Shortlisted
7	Ankita	NA	Vishwakarma	B.Tech.	Electrical Engineering	9325679648	MIT - WPU	F	26-01-2000	93.00	65.00	7.63	Shortlisted
8	Jaideep	NA	Aher	B.Tech.	Electronics & Communication Engineering	7057001439	MIT - WPU	M	07-08-2000	81.00	62.00	7.45	Shortlisted
9	Alfred	NA	Johnson	B.Tech.	Mechanical Engineering	7410185542	MIT - WPU	M	03-04-2000	92.00	80.00	9.11	Shortlisted
10	SHRUSHTI	PRASHANT	KHEDKAR	B.Tech.	Mechanical Engineering	9284585307	MIT - WPU	F	06-04-2001	88.80	NA	8.48	Shortlisted
11	Onkar	Lokesh	Vibhute	B.Tech.	Mechanical Engineering	9067886007	MITAOE	M	09-12-1998	84.00	70.00	7.87	Shortlisted
12	Alharva	Suhas	Amrapurkar	B.Tech.	Mechanical Engineering	9804037171	MIT - WPU	M	27-12-2000	89.80	86.46	8.14	2 nd Round to be taken
13	Samanta	Soumabha	Ranajit	B.Tech.	Mechanical Engineering	9764411134	MITAOE	M	14-10-2000	65.60	67.38	7.87	2 nd Round to be taken
14	Anurag	Mahesh	Rangole	B.Tech.	Mechanical Engineering	9552518348	MIT - WPU	M	11-12-2000	88.60	60.00	8.68	2 nd Round to be taken
15	Rushal	Dattakumar	Pedram	B.Tech.	Mechanical Engineering	8999965409	MIT - WPU	M	28-08-2000	87.80	79.69	9.59	2 nd Round to be taken

***We will convey the dates of second round by next week.

Regards,

Heena Gajjar

Human Resources

2 attachments



Fwd: IFB Campus selections 2022 batch

1 message

Anil Kumar Pacha <anil.pacha@mitae.ac.in>
To: Vikas Singh <vsingh@mitae.ac.in>

Sat, Mar 28, 2022 at 11:42 AM

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

From: Heena <heena_gajjar@ibglobal.com>

Date: Sat, 12 Feb 2022, 12:50 pm

Subject: RE: Shortlisted Candidate MIT - VC Round II 09th & 10th February 22

To: Anil Kumar Pacha <anil.pacha@mitae.ac.in>, <ksomeni098@gmail.com>

Cc: KASHIRAM VINAYAK MESTRY <kashiram_mestry@ibglobal.com>

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Sent: 11 February 2022 20:02

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Cc: KASHIRAM VINAYAK MESTRY <kashiram_mestry@ibglobal.com>

Subject: Shortlisted Candidate MIT - VC Round II 09th & 10th February 22

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Kindly find the list of candidates shortlisted in VC Round:

Please Note: The one in Green are selected in VC and the one marked in yellow need to clear 2nd round of interview, basis which we will decide weather they are selected or not

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10	SHRUSHTI	PRASHANT	KHEDKAR	B.Tech.	Mechanical Engineering	8284565307	MIT - WPU	F	06-04-2001	88.80	NA	8.49	Shortlisted
11	Onkar	Lokesh	Vibhute	B.Tech.	Mechanical Engineering	9057889007	MITAOE	M	09-12-1999	84.00	70.00	7.67	Shortlisted
12	Atharva	Suhas	Annapurkar	B.Tech.	Mechanical Engineering	9804037171	MIT - WPU	M	27-12-2000	89.80	86.46	8.14	2 nd Round to be taken
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Heena Gajjar

Human Resources

2 attachments





Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: IFB Campus selections 2022 batch
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 Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>

Sat, Mar 26, 2022 at 11:42 AM

Forwarded message

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 Subject: Shortlisted Candidate MIT - VC Round || 09th & 10th February'22

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****We will convey the dates of second round by next week.

Regards,

Heena Gajjar

Human Resources

2 attachments



Image001.jpg
4K



Image001.jpg
4K

Fwd: Selected candidate with Aker solutions

1 message

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

Sat, Mar 26, 2022 at 11:53 AM

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

From: Deshmukh, Tejaswini <Tejaswini.Deshmukh@akersolutions.com>
 Date: Tue, Feb 22, 2022 at 6:29 PM
 Subject: Selected candidate with Aker solutions
 To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Sir,

We are please to inform you following are the students got selected in Aker solutions as a GET

Position	Roll No	Candidate Name	Education	Candidate Email ID	College
Mechanical	1032200124	Omkar Bhosale	PG	omkarbhosale446@gmail.com	MIT
Mechanical	1032180492	Siddhant Dattatray Nagale	UG	nagalesiddhant@gmail.com	MIT
Mechanical	1032180486	Atharva Padmanabh Pathak	UG	atharva8020@gmail.com	MIT
Software		Tanaya Bapusaheb Patole	UG	tanayapatole11@gmail.com	MIT
Mechanical	1032181964	Rahul Tarte	UG	1032181964@mitwpu.edu.in	MIT
Mechanical	220190109	Satyam Fulzele	UG	sbfulzele@mitaoe.ac.in	MIT

Tejaswini Deshmukh
 Operations & Recruitment
 Aker Solutions

tejaswini.deshmukh@akersolutions.com | www.akersolutions.com

Aker Powergas Pvt. Ltd.

Visiting address: 2nd floor, IT-2 Building, Qubix Business Park, SEZ, Phase 1, Hinjewadi, Pune - 411057, Maharashtra, India

Registered in India, registration no. U74210MH1973 PTC 016253. Registered address: Powergas House, i-Think Techno Campus, Kanjurmarg (East), Mumbai - 400042, Maharashtra, India

 **AkerSolutions**

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Fwd: AM/NS India || Final Selections || GET - Mechanical

1 message

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

Sat, Mar 26, 2022 at 11:55 AM

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

From: **Bajpai, Utkarsh - AM/NS India - MT Batch 2021 (HAZ)** <Utkarsh.Bajpai@amns.in>

Date: Fri, Feb 25, 2022 at 11:35 AM

Subject: AM/NS India || Final Selections || GET - Mechanical

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

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

Dear Team,

We are delighted to confirm the **selection** of 1 student for the role of **GET – Mechanical**.

Name	Status
Siddheshwar Vaidya	Selected

Congratulations to the student!

Request you to block the selected student from other placement processes in favor of our organization. Other details will follow shortly.

We look forward to welcoming them onboard and offering every opportunity to learn & grow at **AM/NS India**.

Best regards,

Utkarsh Bajpai | Human Resources

ArcelorMittal Nippon Steel India Ltd.

27 km, Surat-Hazira Road,

Surat, Gujarat, India – 394270

E utkarsh.bajpai@amns.in | www.amns.in

**AM/NS
INDIA**

A joint venture between ArcelorMittal and Nippon Steel Corporation



9th March 2022

Letter of Internship

Dear Ashwini Haral,

On behalf of (Synpulse India Pvt Ltd"), I am pleased to extend to you this offer of temporary employment as an **Intern**. If you accept this offer, you will begin your internship with the Company on **1st April 2022** and will be expected to work for 3 months from the commencement date.

Your internship is expected to end on **30th June 2022**.

1. JOB DESCRIPTION

Your duties include (but are not limited to) to those outlined in your job description.

2. INITIAL PLACE OF WORK

You will be working remotely throughout the Internship period. Hence please ensure you have a stable and high-speed internet connectivity.

3. WORKING HOURS

The normal working hours is from 09:00 to 18:00, Monday to Friday. You understand that you may be expected to work additional hours as required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice.

You may also work such additional hours as required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

4. REMUNERATION

Your monthly remuneration will be **20,000 Rupees**, all inclusive; applicable taxes and withholdings payable. As an intern you will be receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees. You will be entitled to have 2 days of leave per month, but such leave will not be encashed if unused.

We expect you to maintain the information pertaining to your compensation as confidential.

5. TERMINATION/ NOTICE PERIOD

During your employment with the Company, either you or the Company may terminate your employment by giving **7 days' written notice**. However, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- a) immediately return to the Company all equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the company, together with all copies of any such documents that you have in your possession or under your control;
- b) irretrievably delete any information relating to the business of the Company or the Synpulse Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Synpulse Group premises.

6. CONFIDENTIALITY

- a) all documents, books, materials, memoranda, records, correspondence, papers and information containing confidential information acquired, received or made by you during the employment is deemed to be the property of the company.
- b) At all times during your employment and after its termination, you agree (i) to keep secret any confidential information coming to your knowledge during your employment, (ii) not to use the confidential information for any purpose other than for the benefit of the company; and (iii) not to disclose the confidential information to a third party except in the course of properly performing your duties under this agreement.
- c) The restrictions contained in clause 6(b) do not apply to:
 - a. Any disclosure or use:
 - i. authorised by the company;
 - ii. Required in the ordinary and proper course of the employment;
 - iii. Required to comply with an order of a court of competent jurisdiction or by a tribunal or regulatory authority; or
 - b. Any information which you can demonstrate:
 - i. was known to you prior to the commencement of the employment; or
 - ii. is in the public domain otherwise than as a result of a breach of this agreement.

7. JURISDICTION AND ARBITRATION

All or any disputes arising out of your Employment with the Company shall be subject to the courts of Hyderabad.

In the event of any disputes arising between the Company and you with regard to your employment in the Company, the same shall be referred to arbitration under the Rules Arbitration and Conciliation Act, 1996 as amended from time to time. The seat of arbitration shall be Hyderabad.

However, the arbitration provision shall not apply to any disputes or claims relating to or arising out of any misuse or misappropriation of the Company's trade secrets or proprietary information by you, or claims with regard to non-compete or non-solicitation obligations imposed upon you.

Acceptance of the Employment Offer

By accepting the terms of this Letter of Employment, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Letter of Employment.

Yours sincerely,

Vamsi Krishna
Managing Director

I have read and understood the terms and conditions of my employment agreement and hereby agree to be bound by such terms and conditions. I hereby agree that upon my signing a copy of this Letter of Employment, it shall form a binding contract between the Company and me.

Signature

Name:

2022 Batch
Computer - Branch

9th March 2022

Letter of Internship

Dear Mohit Musale,

On behalf of (Synpulse India Pvt Ltd), I am pleased to extend to you this offer of temporary employment as an Intern. If you accept this offer, you will begin your internship with the Company on 1st April 2022 and will be expected to work for 3 months from the commencement date.

Your internship is expected to end on 30th June 2022.

1. JOB DESCRIPTION

Your duties include (but are not limited to) to those outlined in your job description.

2. INITIAL PLACE OF WORK

You will be working remotely throughout the Internship period. Hence please ensure you have a stable and high-speed internet connectivity.

3. WORKING HOURS

The normal working hours is from 09:00 to 18:00, Monday to Friday. You understand that you may be expected to work additional hours as required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice.

You may also work such additional hours as required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

4. REMUNERATION

Your monthly remuneration will be 20,000 Rupees, all inclusive; applicable taxes and withholdings payable. As an intern you will be receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees. You will be entitled to have 2 days of leave per month, but such leave will not be encashed if unused.

We expect you to maintain the information pertaining to your compensation as confidential.

5. TERMINATION/ NOTICE PERIOD

During your employment with the Company, either you or the Company may terminate your employment by giving **7 days' written notice**. However, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- a) immediately return to the Company all equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the company, together with all copies of any such documents that you have in your possession or under your control;
- b) irretrievably delete any information relating to the business of the Company or the Synpulse Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Synpulse Group premises.

6. CONFIDENTIALITY

- a) all documents, books, materials, memoranda, records, correspondence, papers and information containing confidential information acquired, received or made by you during the employment is deemed to be the property of the company.
- b) At all times during your employment and after its termination, you agree (i) to keep secret any confidential information coming to your knowledge during your employment, (ii) not to use the confidential information for any purpose other than for the benefit of the company; and (iii) not to disclose the confidential information to a third party except in the course of properly performing your duties under this agreement.
- c) The restrictions contained in clause 6(b) do not apply to:
 - a. Any disclosure or use:
 - i. authorised by the company;
 - ii. Required in the ordinary and proper course of the employment;
 - iii. Required to comply with an order of a court of competent jurisdiction or by a tribunal or regulatory authority; or
 - b. Any information which you can demonstrate:
 - i. was known to you prior to the commencement of the employment; or
 - ii. is in the public domain otherwise than as a result of a breach of this agreement.

7. JURISDICTION AND ARBITRATION

All or any disputes arising out of your Employment with the Company shall be subject to the courts of Hyderabad.

In the event of any disputes arising between the Company and you with regard to your employment in the Company, the same shall be referred to arbitration under the Rules Arbitration and Conciliation Act, 1996 as amended from time to time. The seat of arbitration shall be Hyderabad.

However, the arbitration provision shall not apply to any disputes or claims relating to or arising out of any misuse or misappropriation of the Company's trade secrets or proprietary information by you, or claims with regard to non-compete or non-solicitation obligations imposed upon you.

Acceptance of the Employment Offer

By accepting the terms of this Letter of Employment, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Letter of Employment.

Yours sincerely,

Vamsi Krishna
Managing Director

I have read and understood the terms and conditions of my employment agreement and hereby agree to be bound by such terms and conditions. I hereby agree that upon my signing a copy of this Letter of Employment, it shall form a binding contract between the Company and me.

Signature

Name:

2022 Batch
ESTC-Branch

9th March 2022

Letter of Internship

Dear Sonali Dhawade,

On behalf of (Synpulse India Pvt Ltd), I am pleased to extend to you this offer of temporary employment as an Intern. If you accept this offer, you will begin your internship with the Company on **1st April 2022** and will be expected to work for 3 months from the commencement date.

Your internship is expected to end on **30th June 2022**.

1. JOB DESCRIPTION

Your duties include (but are not limited to) to those outlined in your job description.

2. INITIAL PLACE OF WORK

You will be working remotely throughout the Internship period. Hence please ensure you have a stable and high-speed internet connectivity.

3. WORKING HOURS

The normal working hours is from 09:00 to 18:00, Monday to Friday. You understand that you may be expected to work additional hours as required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice.

You may also work such additional hours as required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

4. REMUNERATION

Your monthly remuneration will be **20,000 Rupees**, all inclusive; applicable taxes and withholdings payable. As an intern you will be receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees. You will be entitled to have 2 days of leave per month, but such leave will not be encashed if unused.

We expect you to maintain the information pertaining to your compensation as confidential.

5. TERMINATION/ NOTICE PERIOD

During your employment with the Company, either you or the Company may terminate your employment by giving **7 days' written notice**. However, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- a) immediately return to the Company all equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the company, together with all copies of any such documents that you have in your possession or under your control;
- b) irretrievably delete any information relating to the business of the Company or the Synpulse Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Synpulse Group premises.

6. CONFIDENTIALITY

- a) all documents, books, materials, memoranda, records, correspondence, papers and information containing confidential information acquired, received or made by you during the employment is deemed to be the property of the company.
- b) At all times during your employment and after its termination, you agree (i) to keep secret any confidential information coming to your knowledge during your employment, (ii) not to use the confidential information for any purpose other than for the benefit of the company; and (iii) not to disclose the confidential information to a third party except in the course of properly performing your duties under this agreement.
- c) The restrictions contained in clause 6(b) do not apply to:
 - a. Any disclosure or use:
 - i. authorised by the company;
 - ii. Required in the ordinary and proper course of the employment;
 - iii. Required to comply with an order of a court of competent jurisdiction or by a tribunal or regulatory authority; or
 - b. Any information which you can demonstrate:
 - i. was known to you prior to the commencement of the employment; or
 - ii. is in the public domain otherwise than as a result of a breach of this agreement.

7. JURISDICTION AND ARBITRATION

All or any disputes arising out of your Employment with the Company shall be subject to the courts of Hyderabad.

In the event of any disputes arising between the Company and you with regard to your employment in the Company, the same shall be referred to arbitration under the Rules Arbitration and Conciliation Act, 1996 as amended from time to time. The seat of arbitration shall be Hyderabad.

However, the arbitration provision shall not apply to any disputes or claims relating to or arising out of any misuse or misappropriation of the Company's trade secrets or proprietary information by you, or claims with regard to non-compete or non-solicitation obligations imposed upon you.

Acceptance of the Employment Offer

By accepting the terms of this Letter of Employment, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Letter of Employment.

Yours sincerely,

Vamsi Krishna
Managing Director

I have read and understood the terms and conditions of my employment agreement and hereby agree to be bound by such terms and conditions. I hereby agree that upon my signing a copy of this Letter of Employment, it shall form a binding contract between the Company and me.

Signature

Name:

2022 Roll no
Mechanical - Branch

9th March 2022

Letter of Internship

Dear Supriya Thakare,

On behalf of (Synpulse India Pvt Ltd"), I am pleased to extend to you this offer of temporary employment as an Intern. If you accept this offer, you will begin your internship with the Company on **1st April 2022** and will be expected to work for 3 months from the commencement date.

Your internship is expected to end on **30th June 2022**.

1. JOB DESCRIPTION

Your duties include (but are not limited to) to those outlined in your job description.

2. INITIAL PLACE OF WORK

You will be working remotely throughout the Internship period. Hence please ensure you have a stable and high-speed internet connectivity.

3. WORKING HOURS

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You may also work such additional hours as required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

4. REMUNERATION

Your monthly remuneration will be **20,000 Rupees**, all inclusive; applicable taxes and withholdings payable. As an intern you will be receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees. You will be entitled to have 2 days of leave per month, but such leave will not be encashed if unused.

We expect you to maintain the information pertaining to your compensation as confidential.

5. TERMINATION/ NOTICE PERIOD

During your employment with the Company, either you or the Company may terminate your employment by giving 7 days' written notice. However, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- a) immediately return to the Company all equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the company, together with all copies of any such documents that you have in your possession or under your control;
- b) irretrievably delete any information relating to the business of the Company or the Synpulse Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Synpulse Group premises.

6. CONFIDENTIALITY

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- b) At all times during your employment and after its termination, you agree (i) to keep secret any confidential information coming to your knowledge during your employment, (ii) not to use the confidential information for any purpose other than for the benefit of the company; and (iii) not to disclose the confidential information to a third party except in the course of properly performing your duties under this agreement.
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 - a. Any disclosure or use:
 - i. authorised by the company;
 - ii. Required in the ordinary and proper course of the employment;
 - iii. Required to comply with an order of a court of competent jurisdiction or by a tribunal or regulatory authority; or
 - b. Any information which you can demonstrate:
 - i. was known to you prior to the commencement of the employment; or
 - ii. is in the public domain otherwise than as a result of a breach of this agreement.

7. JURISDICTION AND ARBITRATION

All or any disputes arising out of your Employment with the Company shall be subject to the courts of Hyderabad.

In the event of any disputes arising between the Company and you with regard to your employment in the Company, the same shall be referred to arbitration under the Rules Arbitration and Conciliation Act, 1996 as amended from time to time. The seat of arbitration shall be Hyderabad.

However, the arbitration provision shall not apply to any disputes or claims relating to or arising out of any misuse or misappropriation of the Company's trade secrets or proprietary information by you, or claims with regard to non-compete or non-solicitation obligations imposed upon you.

Acceptance of the Employment Offer

By accepting the terms of this Letter of Employment, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Letter of Employment.

Yours sincerely,

Vamsi Krishna
Managing Director

I have read and understood the terms and conditions of my employment agreement and hereby agree to be bound by such terms and conditions. I hereby agree that upon my signing a copy of this Letter of Employment, it shall form a binding contract between the Company and me.

Signature

Name:

2022 Prof. Ch
Chemical Branch

Fwd: JSW - Offer Result - MITWPU - Faculty of Engineering

2 messages

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

Sat, Mar 26, 2022 at 12:04 PM

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

From: Job Opportunities <opportunities@calyxpod.com>
Date: Wed, Mar 9, 2022 at 4:54 PM
Subject: JSW - Offer Result - MITWPU - Faculty of Engineering
To: <devendra.wadke@mitpune.edu.in>, <hemant.mali@mitcoe.edu.in>
Cc: JSW-Calyxpod <jsw-calyxpod@calyxpod.com>

Dear Sir/Ma'am,

Greetings from Calyxpod.

We truly thank you for your patience and contribution during the JSW campus recruitment process. We have the results now and below are the candidates whom JSW has selected post all the rounds.

Candidate Name	Email	Degree	Stream
Sarvesh Maruti Darade	1032180303@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Vrajesh Paresch Panchamiya	1032180495@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Shivali Shivaji Gohad	ssgohad@mitaoe.ac.in	B.Tech.	Civil Engineering
Kanad B Dhok	kanaddhok10@gmail.com	B.Tech.	Mechanical Engineering
Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	B.Tech.	Mechanical Engineering
Sachin Kailash Pandey	sachinkpandey7@gmail.com	B.Tech.	Civil Engineering
Kshitij Pal	kshitijpal1@gmail.com	B.Tech.	Chemical Engineering
Manu Sankhla	manusankhla@gmail.com	B.Tech.	Mechanical Engineering
Shreyan Suresh Koshti	shreyankoshti@mitaoe.ac.in	B.Tech.	Chemical Engineering
Onkar Kalidasrao Salegaonkar	mailtosomkar@gmail.com	B.Tech.	Mechanical Engineering
Prasad Rajendra Palave	prpalave@mitaoe.ac.in	B.Tech.	Mechanical Engineering
Pratiksha Gore	pbgore@mitaoe.ac.in	B.Tech.	Chemical Engineering
Nishant Prakash	1032180784@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Pulkit Dubey	pulkitdubey04@gmail.com	B.Tech.	Mechanical Engineering
Laxmi Mahesh Shaha	lmshaha@mitaoe.ac.in	B.Tech.	Chemical Engineering
Abhinandan Rana	abhinandanrana797@gmail.com	B.Tech.	Mechanical Engineering
Piyush Jeevan Jagdale	pjagdale@mitaoe.ac.in	B.Tech.	Mechanical Engineering
Faizan Aslam Mastan	faizanmastan.wolf@gmail.com	B.Tech.	Mechanical Engineering
Vaze Nahush N	nahushvaze16@gmail.com	B.Tech.	Mechanical Engineering

Kindly confirm by Thursday, 10th March 2022 by 12noon whether the student shall accept the offer. Failing to do so may lead to revoking of offer and the offer letter shall not be sent to the candidate.Also if a candidate accepts the offer and post that does not join then the candidate shall be blacklisted indefinitely by JSW.

Thank you once again for your participation and congratulations to all the aforesaid students.

*P.S: JSW shall extend the offers only once a confirmation is received from the college end on which students are going to accept the offer.*Regards
Team CalyxpodAnil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Sat, Mar 26, 2022 at 12:06 PM

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

From: Joita Das <joita.das@calyxpod.com>
Date: Fri, Mar 11, 2022 at 12:29 PM
Subject: Re: JSW - Offer Result - MITWPU - Faculty of Engineering
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Job Opportunities <opportunities@calyxpod.com>, <devendra.wadke@mitpune.edu.in>, Hemant Mali <hemant.mali@mitcoe.edu.in>, JSW-Calyxpod <jsw-calyxpod@calyxpod.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Sir/Ma'am,

Please allow us to know if the below mentioned student(s) is available to accept the offer from JSW.

Kindly acknowledge by 5 PM.

Name	Degree	Primary	Email
Purwal Udaykant Tayade	B.Tech.	Mechanical Engineering	putayade@mitaoe.ac.in

Regards

Joita Das

Leading the Engagement Team

CalyxPOD Talent Solutions Pvt. Ltd.

+91- 7838923847

Fwd: JSW - Offer Result - MITWPU - Faculty of Engineering

2 messages

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

Sat, Mar 26, 2022 at 12:04 PM

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To: <devendra.wadke@mitpune.edu.in>, <hemant.mali@mitcoe.edu.in>
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Dear Sir/Ma'am,

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Shivali Shivaji Gohad	ssgohad@mitaoe.ac.in	B.Tech.	Civil Engineering
Kanad B Dhok	kanaddhok10@gmail.com	B.Tech.	Mechanical Engineering
Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	B.Tech.	Mechanical Engineering
Sachin Kailash Pandey	sachinkpandey7@gmail.com	B.Tech.	Civil Engineering
Kshitij Pal	kshitijpal1@gmail.com	B.Tech.	Chemical Engineering
Manu Sankhla	manusankhla@gmail.com	B.Tech.	Mechanical Engineering
Shreyan Suresh Koshti	shreyankoshti@mitaoe.ac.in	B.Tech.	Chemical Engineering
Onkar Kalidasrao Salegaonkar	mailtosomkar@gmail.com	B.Tech.	Mechanical Engineering
Prasad Rajendra Palave	prpalave@mitaoe.ac.in	B.Tech.	Mechanical Engineering
Pratiksha Gore	pbgore@mitaoe.ac.in	B.Tech.	Chemical Engineering
Nishant Prakash	1032180784@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Pulkit Dubey	pulkitdubey04@gmail.com	B.Tech.	Mechanical Engineering
Laxmi Mahesh Shaha	lmshaha@mitaoe.ac.in	B.Tech.	Chemical Engineering
Abhinandan Rana	abhinandanrana797@gmail.com	B.Tech.	Mechanical Engineering
Piyush Jeevan Jagdale	pjagdale@mitaoe.ac.in	B.Tech.	Mechanical Engineering
Faizan Aslam Mastan	faizanmastan.wolf@gmail.com	B.Tech.	Mechanical Engineering
Vaze Nahush N	nahushvaze16@gmail.com	B.Tech.	Mechanical Engineering

Kindly confirm by Thursday, 10th March 2022 by 12noon whether the student shall accept the offer. Failing to do so may lead to revoking of offer and the offer letter shall not be sent to the candidate.

Also if a candidate accepts the offer and post that does not join then the candidate shall be blacklisted indefinitely by JSW.

Thank you once again for your participation and congratulations to all the aforesaid students.

P.S: JSW shall extend the offers only once a confirmation is received from the college end on which students are going to accept the offer.

Regards
Team Calyxpod

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

Sat, Mar 26, 2022 at 12:06 PM

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

From: Joita Das <joita.das@calyxpod.com>
Date: Fri, Mar 11, 2022 at 12:29 PM
Subject: Re: JSW - Offer Result - MITWPU - Faculty of Engineering
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Job Opportunities <opportunities@calyxpod.com>, <devendra.wadke@mitpune.edu.in>, Hemant Mali <hemant.mali@mitcoe.edu.in>, JSW-Calyxpod <jsw-calyxpod@calyxpod.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Sir/Ma'am,

Please allow us to know if the below mentioned student(s) is available to accept the offer from JSW.

Kindly acknowledge by 5 PM.

Name	Degree	Primary	Email
Purwal Udaykant Tayade	B.Tech.	Mechanical Engineering	putayade@mitaoe.ac.in

Regards

Joita Das

Leading the Engagement Team

CalyxPOD Talent Solutions Pvt. Ltd.

+91- 7838923847

Fwd: JSW - Offer Result - MITWPU - Faculty of Engineering

2 messages

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

Sat, Mar 26, 2022 at 12:04 PM

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

From: Job Opportunities <opportunities@calyxpod.com>
Date: Wed, Mar 9, 2022 at 4:54 PM
Subject: JSW - Offer Result - MITWPU - Faculty of Engineering
To: <devendra.wadke@mitpune.edu.in>, <hemant.mali@mitcoe.edu.in>
Cc: JSW-Calyxpod <jsw-calyxpod@calyxpod.com>

Dear Sir/Ma'am,

Greetings from Calyxpod.

We truly thank you for your patience and contribution during the JSW campus recruitment process. We have the results now and below are the candidates whom JSW has selected post all the rounds.

Candidate Name	Email	Degree	Stream
Sarvesh Maruti Darade	1032180303@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Vrajesh Paresch Panchamiya	1032180495@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Shivali Shivaji Gohad	ssgohad@mitaoe.ac.in	B.Tech.	Civil Engineering
Kanad B Dhok	kanaddhok10@gmail.com	B.Tech.	Mechanical Engineering
Hrshikesh Rajesh Bhamre	hrshikeshbhamre2000@gmail.com	B.Tech.	Mechanical Engineering
Sachin Kailash Pandey	sachinkpandey7@gmail.com	B.Tech.	Civil Engineering
Kshitij Pal	kshitijpal1@gmail.com	B.Tech.	Chemical Engineering
Manu Sankhla	manusankhla@gmail.com	B.Tech.	Mechanical Engineering
Shreyan Suresh Koshti	shreyankoshti@mitaoe.ac.in	B.Tech.	Chemical Engineering
Onkar Kalidasrao Salegaonkar	mailtosomkar@gmail.com	B.Tech.	Mechanical Engineering
Prasad Rajendra Palave	prpalave@mitaoe.ac.in	B.Tech.	Mechanical Engineering
Pratiksha Gore	pbgore@mitaoe.ac.in	B.Tech.	Chemical Engineering
Nishant Prakash	1032180784@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Pulkit Dubey	pulkitdubey04@gmail.com	B.Tech.	Mechanical Engineering
Laxmi Mahesh Shaha	lmshaha@mitaoe.ac.in	B.Tech.	Chemical Engineering
Abhinandan Rana	abhinandanrana797@gmail.com	B.Tech.	Mechanical Engineering
Piyush Jeevan Jagdale	pjjagdale@mitaoe.ac.in	B.Tech.	Mechanical Engineering
Faizan Aslam Mastan	faizanmastan.wolf@gmail.com	B.Tech.	Mechanical Engineering
Vaze Nahush N	nahushvaze16@gmail.com	B.Tech.	Mechanical Engineering

Kindly confirm by Thursday, 10th March 2022 by 12noon whether the student shall accept the offer. Failing to do so may lead to revoking of offer and the offer letter shall not be sent to the candidate.

Also if a candidate accepts the offer and post that does not join then the candidate shall be blacklisted indefinitely by JSW.

Thank you once again for your participation and congratulations to all the aforesaid students.

P.S: JSW shall extend the offers only once a confirmation is received from the college end on which students are going to accept the offer.

Regards
Team Calyxpod

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

Sat, Mar 26, 2022 at 12:06 PM

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

From: Joita Das <joita.das@calyxpod.com>
Date: Fri, Mar 11, 2022 at 12:29 PM
Subject: Re: JSW - Offer Result - MITWPU - Faculty of Engineering
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Job Opportunities <opportunities@calyxpod.com>, <devendra.wadke@mitpune.edu.in>, Hemant Mali <hemant.mali@mitcoe.edu.in>, JSW-Calyxpod <jsw-calyxpod@calyxpod.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

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Fwd: JSW - Offer Result - MITWPU - Faculty of Engineering

2 messages

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Hrishikesh Rajesh Bhamre	hrishikeshbhamre2000@gmail.com	B.Tech.	Mechanical Engineering
Sachin Kailash Pandey	sachinkpandey7@gmail.com	B.Tech.	Civil Engineering
Kshitij Pal	kshitijpal1@gmail.com	B.Tech.	Chemical Engineering
Manu Sankhla	manusankhla@gmail.com	B.Tech.	Mechanical Engineering
Shreyan Suresh Koshti	shreyankoshti@mitaoe.ac.in	B.Tech.	Chemical Engineering
Onkar Kalidasrao Salegaonkar	malltosomkar@gmail.com	B.Tech.	Mechanical Engineering
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Pratiksha Gore	pbgore@mitaoe.ac.in	B.Tech.	Chemical Engineering
Nishant Prakash	1032180784@mitwpu.edu.in	B.Tech.	Mechanical Engineering
Pulkit Dubey	pulkidubey04@gmail.com	B.Tech.	Mechanical Engineering
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Piyush Jeevan Jagdale	pjjagdale@mitaoe.ac.in	B.Tech.	Mechanical Engineering
Faizan Aslam Mastan	faizanmastan.wolf@gmail.com	B.Tech.	Mechanical Engineering
Vaze Nahush N	nahushvaze16@gmail.com	B.Tech.	Mechanical Engineering

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Regards

Joita Das

Leading the Engagement Team

CalyxPOD Talent Solutions Pvt. Ltd.

+91- 7838923847

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 Institut	TECH SELECT - HR DONE	Genc Next Select
1146043	Prabodh Uttam Patil	pupatil@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

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Sulzer_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 12:02 PM

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

From: Kamdar, Purav <Purav.Kamdar@sulzer.com>

Date: Thu, Mar 10, 2022 at 10:24 AM

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

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>

Hi Dr. Mali,

Referring to our discussion held on 7th Mar 22, were we mentioned that Suraj Durande & Satyawar Khalke have been selected from the Campus Recruitment drive. Kindly provide date of joining for both of them.

Moreover, we have kept Dheeraj Chaudhari & Chetan Katke as shortlisted. We may consider them for a role on GI Staffing, a MNC manpower service provider which we had discussed.

Kindly discuss with Dheeraj & Chetan and revert so that we can take it for further process.

Regards,

Purav

CONFIDENTIALITY NOTICE

The information in this email may be confidential and/or privileged. This email is intended to be reviewed by only the addresses named above. If you are not the intended recipient, you are hereby notified that any review, dissemination, copying, use or storage of this email and its attachments, if any, or the information contained herein is prohibited. If you have received this email in error, please immediately notify the sender by return email and delete this email from your system. Thank you.

Shoaib Dilawar Nadaf
No-124, paud rd,
Mahatma Society,
Kothrud, Pune,
Maharashtra-411029
Ph: 8600178828

Date: 14th March 2022

Subject - Offer of Appointment

Dear **Shoaib Dilawar Nadaf,**

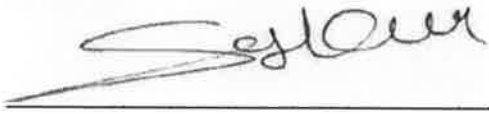
It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our **Bangalore** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,60,000 (Indian Rupees Three lakhs sixty thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **(Joining date will be communicated later)** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Bangalore office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Offers@cerium-systems.com** latest by **16th March 2022**.

9. For any clarification / further Information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: Offers@cerium-systems.com)
- On boarding logistics / operations, kindly drop a mail to helpdesk@cerium-systems.com (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:

Annexure - A

NAME	Shoaib Dilawar Nadaf
TITLE	Associate Engineer
BAND	U1
LOCATION	Bangalore
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	137357
HRA (@70% OF BASIC)	96150
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	40286
TOTAL FIXED PAY..... (A)	343393
TOTAL VARIABLE PAY (TVP)..... (B)	0
ADDITIONAL BENEFITS..... (C)	10000
GRATUITY	6607
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	360000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

Annexure - A (Contd...)

3. Additional Benefits: Associates shall be eligible for below mentioned benefits:

- a) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of 3 Lakhs applicable to Self.
- b) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPA scheme payable in case of permanent disablement arising out of any unfortunate event of an accident.

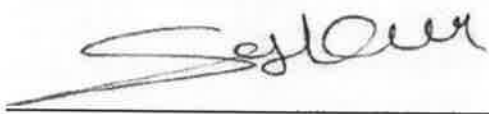
4. Deductions:

- a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards company provided transport, non-adherence as per disciplinary policies etc.
- b) **Statutory Deductions:** Cerium Systems Private Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Cerium Systems Private Limited, provide documents/proofs of such payments.

Notes:

- 1. **Bonus / Statutory Bonus,** if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance.
- 2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computation s will be on Basic Pay.
- 3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Policy applicable for the Financial Year.
- 4. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- 5. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- 6. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

For Cerium Systems Private Limited,



Authorised Signatory

Annexure – B

1) Employment Agreement

a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Cerium Systems Private Limited or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

c) Employee data

By accepting this Offer and furnishing your personal data to the Company, you are according your irrevocable consent to Company to possess, deal with or handle your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Cerium Systems Private Limited.

- (i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Cerium Systems Private Limited.
- (ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Cerium Systems Private Limited's clients (except as directed by Cerium Systems Private Limited), directly or indirectly.
- (iii) You will not be employed by a client of Cerium Systems Private Limited for which you performed services while employed by Cerium Systems Private Limited.
- (iv) You will not solicit or induce Cerium Systems Private Limited associates to join a client or to compete with Cerium Systems Private Limited
- (v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

f) Exclusivity of Services, Publications, Gifts/Anti-bribery

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board

of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Cerium Systems Private Limited will either be Intellectual Property of the Cerium Systems Private Limited or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Cerium Systems Private Limited or the Client.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

3. Termination of Employment

- a) Either party can terminate this employment by serving a notice of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Cerium Systems Private Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

- (b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- (c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- (d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- (e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- (f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.
- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. Company Policies

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to the associates of Cerium Systems Private Limited from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Cerium Systems Private Limited's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get

familiar with Cerium Systems Private Limited's policies. Cerium Systems Private Limited reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. Personal Indebtedness

Cerium Systems Private Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Cerium Systems Private Limited. You understand and accept that you shall have no authority to pledge the credit of Cerium Systems Private Limited to any person or entity without Cerium Systems Private Limited's prior written authorization.

7. Restraints

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your worktable and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) Use of Company Resources

- i. You shall use The Company's resources only for official purposes as per the applicable Company policy.
- ii. The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual user's activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.
- iii. You shall access only those web sites, which are relevant to your work at hand.
- iv. You shall not use any company resource for hacking or other unethical / illegal activities.
- v. You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. Intellectual Property Rights

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arising out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit. You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Cerium Systems Private Limited or the Client.

10. Jurisdiction

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Bengaluru** only.

11. Retirement

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. General

The above terms and conditions including those in Annexure - A (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24*7 project on shift basis if required and you're working hours / workdays may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Cerium Systems Private Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Cerium Systems Private Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Cerium Systems Private Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

Name in full :

Signature :

Address :

Date :

Place :

Annexure- C- Medical Declaration

MEDICAL DECLARATION FORM			
Applicant ID (To be filled by HR)		Associate ID (To be filled by HR)	
First Name:		Last Name:	
Gender: Male/Female		Date of birth (DD/MM/YYYY)	
			Blood Group

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

	Heart Attack		Diabetes
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	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature:

Name:

Date:

(DD/MM/YY)

Annexure – D – Checklist of the Documents

At the time of joining, you are requested to bring the

- a. Acceptance copy of Cerium Systems Private Limited's offer of appointment duly signed on all pages (including all annexures)
- b. Two passport-sized color photographs with white background.

If you have not submitted the following documents on the Cerium Systems Private Limited Pre-Onboarding Portal, or if documents are submitted but not yet approved, you should carry the following documents:

- a. **Relieving Letter:** Your relieving letter from your present organization Service Certificate from the last employer as well as all previous employers.
- b. **Valid Passport:** Please submit copy of the valid Passport (inclusive of all blank pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- c. **PAN Card:** You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- d. **Aadhaar Card:** You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing the KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities. Please do ensure that your Name on the Aadhaar Card Name and PAN name is same and Aadhaar Card has correct Date of Birth (DD-MM-YYYY format) and Father's name.
- e. **PF UAN Number:** You MUST provide your PF UAN Card copy or UAN Number (not applicable for fresher's). You can find UAN number on your previous employer pay slip or you can check with your previous employer for your PF UAN Number.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, The Company reserves the right to revoke the offer.

Annexure E - Confidentiality Agreement

I understand that during my employment with Cerium Systems Private Limited, I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Cerium Systems Private Limited". I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However, these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Cerium Systems Private Limited or which Cerium Systems Private Limited is under an obligation to prevent this disclosure.
- 3) Information from Cerium Systems Private Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that:
 - The confidential information shall remain the sole and exclusive propriety of Cerium Systems Private Limited and I shall regard it as confidential and secret information.
 - The confidential information is the property considered to be the trade secrets of Cerium Systems Private Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Cerium Systems Private Limited
 - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Cerium Systems Private Limited
 - I will not, during and after my employment at Cerium Systems Private Limited publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Cerium Systems Private Limited to receive such information.
 - I will not copy and confidential information for any purpose except with the express consent of the Cerium Systems Private Limited. Officials or the expressed written authorization of the third party owner.
 - Upon termination of my employment with Cerium Systems Private Limited, or at any other time at Cerium Systems Private Limited, request, I agree to return promptly to Cerium Systems Private Limited, all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Cerium Systems Private Limited which in any way were obtained by me during my employment at Cerium Systems Private Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Cerium Systems Private Limited upon termination of my employment.
 - This confidentiality agreement will continue to be in effect after the termination of my employment with Cerium Systems Private Limited.
 - IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date:

Annexure - F - Intellectual Property Assignment

Associate Name:

Associate ID:

Date:

In consideration of my employment with Cerium Systems Private Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Cerium Systems Private Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Cerium Systems Private Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Cerium Systems Private Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Cerium Systems Private Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Cerium Systems Private Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Cerium Systems Private Limited. I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Cerium Systems Private Limited to secure to Cerium Systems Private Limited its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Cerium Systems Private Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Cerium Systems Private Limited. The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Cerium Systems Private Limited.

WITNESSED

ACCEPTED

Annexure – G

Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

In consideration of my employment with Cerium Systems Private Limited and in consideration of the wages or salary to be paid to me and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably and to the best of my ability all duties required of me from time to time by Cerium Systems Private Limited. I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Cerium Systems Private Limited during the term of my employment with Cerium Systems Private Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.
3. **Actions Required on Termination:** Upon termination of my employment at Cerium Systems Private Limited whether voluntary or involuntary (or at any other time upon the request of Cerium Systems Private Limited.), I shall return to Cerium Systems Private Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Cerium Systems Private Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Cerium Systems Private Limited I also agree to keep the contractual relationships of Cerium Systems Private Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Cerium Systems Private Limited's customers. This Section 4 is intended to apply to all materials, which I may compile as well as to all materials furnished to me by anyone else in connection with my employment.

- a. Because it may not be clear to Associate which information is Confidential Information in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Cerium Systems Private Limited before making any disclosure of information covered by this Agreement.
- b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India provided, however, that prior to such disclosure, the Associate (i) notifies Cerium Systems Private Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Cerium Systems Private Limited has had the opportunity to prevent or limit such disclosure.
- c. In the event of a breach or threatened breach of this Section 4 by Associate, Cerium Systems Private Limited shall be entitled, in addition to all other remedies otherwise available to Cerium Systems Private Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.
- d. In the event that Cerium Systems Private Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Cerium Systems Private Limited any costs and attorneys' fees reasonably incurred by Cerium Systems Private Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be

extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:** Cerium Systems Private Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Cerium Systems Private Limited or any research or development conducted by Cerium Systems Private Limited. I agree to assign, disclose and deliver to Cerium Systems Private Limited as Cerium Systems Private Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Cerium Systems Private Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.
6. **Partial Restriction on Post-Termination Competition:** Background. Cerium Systems Private Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Cerium Systems Private Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Cerium Systems Private Limited's customers or competitors may attempt to cause me to leave Cerium Systems Private Limited and wrongfully gain the benefit of Cerium Systems Private Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Cerium Systems Private Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Cerium Systems Private Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Cerium Systems Private Limited's interest, giving due regard to both my interests and the interests of Cerium Systems Private Limited.
7. **Covenant Not to Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months' period following the termination of my employment with Cerium Systems Private Limited (irrespective of the reason for or such termination),
- (a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Cerium Systems Private Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Cerium Systems Private Limited provided, however, that this restriction shall apply only to customers of Cerium Systems Private Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Cerium Systems Private Limited within the two year period preceding the date my employment with Cerium Systems Private Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.
- (b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Cerium Systems Private Limited's for which I am providing services on behalf of Cerium Systems Private Limited that are competitive with the products and services available to the client from Cerium Systems Private Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Cerium Systems Private Limited associate; or (2) induce or solicit any associate of Cerium Systems Private Limited to seek or obtain such employment with a customer of Cerium Systems Private Limited. This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;
- I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Cerium Systems Private Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Cerium Systems Private Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.
8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation, benefits training and experience that Cerium Systems Private Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if I violate this Agreement, Cerium Systems Private Limited may take legal action against me as follows: (1) Cerium Systems Private Limited may take legal action in the court

specified below in Paragraph 14 for the liquidated damages specified in Paragraph 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Cerium Systems Private Limited an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Cerium Systems Private Limited shall in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. **Severability:** Each paragraph and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Cerium Systems Private Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Cerium Systems Private Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Cerium Systems Private Limited (Together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Cerium Systems Private Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Cerium Systems Private Limited would incur upon such breach.

Following the expiration of the one-year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this ____14____ day of ____March____, 2022____

For and on Behalf Of
Cerium Systems Private Limited



Authorized Signatory

Signature

(Suresh Kumar Varupula)

Annexure – H

PROOF OF ACCEPTANCE OF
Code of Ethical Business Conduct (CEBC)
And
Statement of Policies and Procedures for Preventing Insider Trading

To
Cerium Systems Private Limited
Date of Joining: _____
Dear Sir/Madam,

I _____ Associate Id No _____

(Associate) of Cerium Systems Private Limited do hereby state to have read and accepted that Cerium Systems Private Limited Code of Ethical Business Conduct (CEBC) and Statement of policies and Procedures for Preventing Insider Trading. I have read and fully understood the above stated code of conduct and Ethics for directors and Associates and Statement of Policies and Procedures for preventing Insider Trading and shall abide by the policies, procedures and Principles contained therein.

I understand that any misinterpretation and /or false understanding given herein may attract penalties as laid down under the policy.

Authorized Signatory (HR)

Signature of the Associate

Name:

Annexure - I

INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at _____ on this _____ by Mr. /Ms. /Mrs. Name _____ age _____ S/o Mr. _____ a permanent resident of _____ *hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first part

AND

Mr. _____ age _____ S/o Mr. _____ a permanent resident of _____ [hereinafter called "**Surety**" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

IN FAVOUR OF Cerium Systems Private Limited, a company incorporated under the Companies Act, 1956 and having its Corporate Office at #527, 22nd Main Road, O.R.R Beside HDFC Bank, Bangalore, Karnataka 560102 [hereinafter called "**Cerium Systems**" which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

WHEREAS the **Employee** has been selected for appointment as Associate Engineer in the service of Cerium Systems.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the **Employee** of **Cerium Systems**.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to **Cerium Systems** on _____ by the **employee**.

AND WHEREAS one of the terms and conditions of the appointment is that the **Employee** shall undergo an initial training programme for a minimum period of 3 months and would be subsequently placed on assignments relating to various projects of **Cerium Systems**. The **Employee** shall serve **Cerium Systems** for a minimum period of 36 months from the date of joining of the **Employee** and execute an indemnity with surety in favour of **Cerium Systems**.

NOW THIS INDENTURE WITNESSETH as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Cerium Systems** has agreed to give appointment to the **Employee**, the **Employee** hereby undertakes to undergo the Initial Training Programme as provided by **Cerium Systems** without any interruption whatsoever and serve **Cerium Systems**, on its various projects at any location, in India or abroad, for a minimum period of 36 months from the date of joining.
2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Cerium Systems** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Cerium Systems**.
3. The **Employee** hereby undertakes to honor the commitment made by **Cerium Systems** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e. _____ agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. In case of breach of the terms of this indemnity by the **Employee** and failure to indemnify **Cerium Systems**, the Surety shall be jointly and severally liable to pay the aforesaid amount of **Rs. 500000/- (Rupees Five lakhs only)** to **Cerium Systems** with an interest at the rate as specified herein below, immediately on demand.
5. The **Employee** further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by **Cerium Systems**, he/she shall pay an amount of **500000/- (Rupees Five lakh only)** with the

interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Cerium Systems has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Cerium Systems during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as 500000/- (Rupees Five lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Cerium Systems.

6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the Employee to continue in the service of Cerium Systems for the aforesaid term of 36 months, and Cerium Systems shall always have the right to take appropriate action against the Employee as per terms of the appointment letter and/or the rules and regulations of Cerium Systems as applicable, in case of commission of any misconduct by the Employee.

7. The amount specified above shall constitute a debt owing to Cerium Systems and shall be recoverable from the Employee and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

8. IN WITNESS whereof, the EMPLOYEE & the SURETY have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee
having read and understood
the contents/terms of this Indemnity Bond

Signed and delivered by the Party of the second part i.e. the Surety having
read and understood
the contents/terms of this Indemnity Bond

1. WITNESS:

NAME & ADDRESS:

2. WITNESS:

NAME & ADDRESS

2022 Part 13
~~ETX~~ - Brown
ETX

9th March 2022

Letter of Internship

Dear Mrunal Barapatre,

On behalf of (Synpulse India Pvt Ltd"), I am pleased to extend to you this offer of temporary employment as an **Intern**. If you accept this offer, you will begin your internship with the Company on **11 May 2022** and will be expected to work for 3 months from the commencement date.

Your internship is expected to end on **30th June 2022**.

1. JOB DESCRIPTION

Your duties include (but are not limited to) to those outlined in your job description.

2. INITIAL PLACE OF WORK

You will be working remotely throughout the Internship period. Hence please ensure you have a stable and high-speed internet connectivity.

3. WORKING HOURS

The normal working hours is from 09:00 to 18:00, Monday to Friday. You understand that you may be expected to work additional hours as required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice.

You may also work such additional hours as required for the proper performance of your duties as per any applicable Company policy. However, you will devote sufficient time to your duties, which may require that you attend the office, or be available to fulfil your function, outside these hours and days. Your working hours can be varied by the Company at its discretion, with reasonable notice and in accordance with applicable laws.

4. REMUNERATION

Your monthly remuneration will be **20,000 Rupees**, all inclusive; applicable taxes and withholdings payable. As an intern you will be receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees. You will be entitled to have 2 days of leave per month, but such leave will not be encashed if unused.

We expect you to maintain the information pertaining to your compensation as confidential.

5. TERMINATION/ NOTICE PERIOD

During your employment with the Company, either you or the Company may terminate your employment by giving **7 days' written notice**. However, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

On termination of your employment, irrespective of the reason, or at any other time when asked by the Company, you will:

- a) immediately return to the Company all equipment and documents, whether electronic or otherwise, and any other property (of any kind) (security pass, business cards, etc) relating to the business of or belonging to the company, together with all copies of any such documents that you have in your possession or under your control;
- b) irretrievably delete any information relating to the business of the Company or the Synpulse Group stored on any computer or storage device and all information derived from the same in your possession or control and held outside of any Synpulse Group premises.

6. CONFIDENTIALITY

- a) all documents, books, materials, memoranda, records, correspondence, papers and information containing confidential information acquired, received or made by you during the employment is deemed to be the property of the company.
- b) At all times during your employment and after its termination, you agree (i) to keep secret any confidential information coming to your knowledge during your employment, (ii) not to use the confidential information for any purpose other than for the benefit of the company; and (iii) not to disclose the confidential information to a third party except in the course of properly performing your duties under this agreement.
- c) The restrictions contained in clause 6(b) do not apply to:
 - a. Any disclosure or use:
 - i. authorised by the company;
 - ii. Required in the ordinary and proper course of the employment;
 - iii. Required to comply with an order of a court of competent jurisdiction or by a tribunal or regulatory authority; or
 - b. Any information which you can demonstrate:
 - i. was known to you prior to the commencement of the employment; or
 - ii. is in the public domain otherwise than as a result of a breach of this agreement.

7. JURISDICTION AND ARBITRATION

All or any disputes arising out of your Employment with the Company shall be subject to the courts of Hyderabad.

In the event of any disputes arising between the Company and you with regard to your employment in the Company, the same shall be referred to arbitration under the Rules Arbitration and Conciliation Act, 1996 as amended from time to time. The seat of arbitration shall be Hyderabad.

However, the arbitration provision shall not apply to any disputes or claims relating to or arising out of any misuse or misappropriation of the Company's trade secrets or proprietary information by you, or claims with regard to non-compete or non-solicitation obligations imposed upon you.

Acceptance of the Employment Offer

By accepting the terms of this Letter of Employment, you confirm that all information provided by you to us in connection with this offer of employment (including at interview) is true and not misleading. You further confirm that you will notify us of any change in that information between the date of this offer of employment and the Start Date and during the term of your employment with the Company, including any change in the information you provided during the pre-employment recruitment and screening process and any change in the circumstances of the termination of your employment with your current employer.

By accepting this offer, you accept that you are bound by the terms of this Letter of Employment.

Yours sincerely,

Vamsi Krishna
Managing Director

I have read and understood the terms and conditions of my employment agreement and hereby agree to be bound by such terms and conditions. I hereby agree that upon my signing a copy of this Letter of Employment, it shall form a binding contract between the Company and me.

Signature
Name:

2022 Batch
Chemical - Branch

HR/OFL/3/31/2022/75

CONFIDENTIAL

March 31, 2022

Mr. Neel Saraf

Flat no.3, Shree chintamani samarth apartment, runw al park, Vijay Nagar colony no. 11, Dighi pune 411015.
9146163883

Subject: Offer of Employment

Dear **Neel**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in **Manufacturing** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 04, 2022**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Gayatri Kulburge** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Nitu Shukla** (on Email ID: nitu.shukla@neilsoft.com / Tel:8349414843).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft**,



Sanat Samantray
Head – Recruitments

I accept the offer and will report for duties
on _____

Signature: _____


Date: _____

Place: _____

ANNEXURE A

Worksheet On Emoluments Of	: Neel Saraf
Date Of Joining	: July 04, 2022
Designation	: Graduate Engineer Trainee (GET)
Department / Division	: Manufacturing
Location	: Pune
Gender	: M
Gross Salary (p.a.)	: 300,000

Compensation Components	Monthly (Rs.)
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,210
Sub Total A	22,898
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	25,000



Head – Recruitments

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company, at its sole discretion, from time to time.

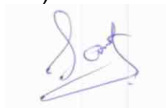
ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.
2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.
3. You may be required to work in shift system as per requirements of your job position.
4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.
5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.
6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.
7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.
8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.
9. **Termination by the Company** – Your services may be terminated by the Company without notice for any of the following :
 - a) Your breach of any of these terms or any other agreement signed by you with the Company, or
 - b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
 - c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
 - d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
 - e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
 - f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
 - g) Your Unauthorized absence from work; or
 - h) Your insubordination; or
 - i) Your misconduct

Termination by Employee – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company .

Joining Expenses - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.



10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.
11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.
12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.
13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.
14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.
15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.
16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

- a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
- b) Photocopies of service certificates from all the previous employers
- c) Photocopy of Last pay slip / salary certificate
- d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
- e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
- f) UAN (Universal Account Number) from previous employer (Applicable, If associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

- a) Four passport size color photographs with white background.
- b) A photocopy of the information pages of your passport
- c) A photo copy of address proof (Permanent & Temporary)



Date: March 31, 2022

To,
Express clinic
Ground Floor, B1 Building,
Cerebrum IT Park, Behind Marigold Society,
Kalyani Nagar, Pune 411014
Phone : 020 - 41302272/ 73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

As per our arrangement with you, we are sending **Mr. Neel Saraf** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- (Rupees Eight Hundred Only) directly from the individual.

Thanking you,
Yours truly,

For Neilsoft,



Sanat Samantray
Head – Recruitments

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup.

Other Centers :

Chinchwad : Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone : 020 –46770239

Magarpatta : S-10, 2nd Floor, Destination center, Magarpatta, Hadapsar, Pune – 411013

Pimple Saudagar : Shop No-205, 2nd Floor, Rainbow Plaza, Near Shivar Garden Chowk, Pimple Saudagar, Pune – 411057 Phone : 020 – 46781915

Kalyani Nagar : Ground Floor, B1 building, Cerebrum IT Part, Kalyani Nagar, Pune : 411014

Viman Nagar : Row house no - 2, Plot no - 88, Wing - F, Nitron Landmark, Viman nagar, Pune - 411014

Fwd: [EXT] Re: Campus Recruitments: Michelin India IT Development Centre

1 message

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

Thu, Apr 21, 2022 at 2:52 PM

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

From: **Mohan-Babu Krishnamurthy** <mohan-babu.krishnamurthy@michelin.com>
 Date: Fri, Apr 1, 2022 at 12:07 PM
 Subject: RE: [EXT] Re: Campus Recruitments: Michelin India IT Development Centre
 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>

Dear Mr.Hemant

We are pleased to inform you that we have selected the following students from your campus as part of our 2022 Michelin Freshers placement plan. We will be releasing the offers in the first week of April. The joining date will fall in the month of June 2022 based on student's examinations and project commitments. I shall take your inputs to arrive at a common date of joining to commence their induction training with Michelin.

This time we observed that there was a communication gap between the campus and student which has lead to "no shows" of students due to various reasons. I have attached the file with reasons for such no shows and I would like you to revisit on the gaps as I see few students were not interested, not responding to our calls. We still have 5 more requirements to be filled only in Btech & BE category. If you find any students (preferably female) within the enclosed list are still interested then they can take up an interview with us. Please share the updated student list on this.

Thank you for your support and coordination.

Campus	Candidate Name	Mapping HM	Gender	Degree	Specializations
MIT	Aditya Chandrakant Hande	Gautham Reddy	Male	B.Tech.	IT
MIT	Stuti Jajodia	Gautham Reddy	Female	B.Tech.	CSE
MIT	Shubham Aghav	Loïc Crampon	Male	M.Tech.	Computer- Data Science and Analytics (DSA)
MIT	Vaishnavi Marathe	Rachit	Female	MBA	Operation
MIT	Shreyash Kashinath	Rachit	Male	B.Tech.	ECE
MIT	Mridul	Rachit	Male	B.Tech.	CSE
MIT	Tanaya Milind	Rachit	Female	B.Tech.	ECE
MIT	Aditya Sanjay Mhaske	Elyas	Male	B.Tech.	CSE
MIT	Mohd Wasif Raza	Elyas	Male	B.Tech.	ECE
MIT	Sharayu Vilasrao Doswalwar	Rachit	Female	B.Tech.	CSE

MIT	Purva Manoj Jalan	Rachit	Female	B.Tech.	ECE
MIT	Sahil Jitendra Kohinkar	Elyas	Male	B.Tech.	CSE
MIT	Sukrut Bidwai	Joydeep	Male	B.Tech.	CSE
MIT	Afraz Syed	Elyas	Male	B.Tech.	CSE


Best Regards / Cordialement,



Mr. Mohan Babu KRISHNAMURTHY

Talent Acquisition | Michelin India

 mohan-babu.krishnamurthy@michelin.com

 +91 8939849711

 www.michelin.com

This e-mail may contain confidential information and is intended solely for the use of the addressee. Any disclosure of this information is strictly prohibited and may be unlawful. If you have received this e-mail by mistake, please notify us immediately and delete this e-mail. Nothing in this message is to be interpreted as an agreement on behalf of Michelin.

Classification: D3 | Conservation: 90 days

 **MIT No shows.xlsx**
13K

Fwd: [EXT] Re: Campus Recruitments: Michelin India IT Development Centre

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

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MIT	Mohd Wasif Raza	Elyas	Male	B.Tech.	ECE
MIT	Sharayu Vilasrao Doswalwar	Rachit	Female	B.Tech.	CSE

MIT	Purva Manoj Jalan	Rachit	Female	B.Tech.	ECE
MIT	Sahil Jitendra Kohinkar	Elyas	Male	B.Tech.	CSE
MIT	Sukrut Bidwai	Joydeep	Male	B.Tech.	CSE
MIT	Afraz Syed	Elyas	Male	B.Tech.	CSE

Best Regards / Cordialement,



Mr. Mohan Babu KRISHNAMURTHY

Talent Acquisition | Michelin India

✉ mohan-babu.krishnamurthy@micelin.com

📞 +91 8939849711

🌐 www.michelin.com

This e-mail may contain confidential information and is intended solely for the use of the addressee. Any disclosure of this information is strictly prohibited and may be unlawful. If you have received this e-mail by mistake, please notify us immediately and delete this e-mail. Nothing in this message is to be interpreted as an agreement on behalf of Michelin.

Classification: D3 | Conservation: 90 days

📎 MIT No shows.xlsx
13K

Fwd: [EXT] Re: Campus Recruitments: Michelin India IT Development Centre

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 Subject: RE: [EXT] Re: Campus Recruitments: Michelin India IT Development Centre
 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>

Dear Mr.Hemant

We are pleased to inform you that we have selected the following students from your campus as part of our 2022 Michelin Freshers placement plan. We will be releasing the offers in the first week of April. The joining date will fall in the month of June 2022 based on student's examinations and project commitments. I shall take your inputs to arrive at a common date of joining to commence their induction training with Michelin.

This time we observed that there was a communication gap between the campus and student which has lead to "no shows" of students due to various reasons. I have attached the file with reasons for such no shows and I would like you to revisit on the gaps as I see few students were not interested, not responding to our calls. We still have 5 more requirements to be filled only in Btech & BE category. If you find any students (preferably female) within the enclosed list are still interested then they can take up an interview with us. Please share the updated student list on this.

Thank you for your support and coordination.

Campus	Candidate Name	Mapping HM	Gender	Degree	Specializations
MIT	Aditya Chandrakant Hande	Gautham Reddy	Male	B.Tech.	IT
MIT	Stuti Jajodia	Gautham Reddy	Female	B.Tech.	CSE
MIT	Shubham Aghav	Loic Crampon	Male	M.Tech.	Computer- Data Science and Analytics (DSA)
MIT	Vaishnavi Marathe	Rachit	Female	MBA	Operation
MIT	Shreyash Kashinath	Rachit	Male	B.Tech.	ECE
MIT	Mridul	Rachit	Male	B.Tech.	CSE
MIT	Tanaya Milind	Rachit	Female	B.Tech.	ECE
MIT	Aditya Sanjay Mhaske	Elyas	Male	B.Tech.	CSE
MIT	Mohd Wasif Raza	Elyas	Male	B.Tech.	ECE
MIT	Sharayu Vilasrao Doswalwar	Rachit	Female	B.Tech.	CSE

MIT	Purva Manoj Jalan	Rachit	Female	B.Tech.	ECE
MIT	Sahil Jitendra Kohinkar	Elyas	Male	B.Tech.	CSE
MIT	Sukrut Bidwai	Joydeep	Male	B.Tech.	CSE
MIT	Afraz Syed	Elyas	Male	B.Tech.	CSE


Best Regards / Cordialement,



Mr. Mohan Babu KRISHNAMURTHY

Talent Acquisition | Michelin India

 mohan-babu.krishnamurthy@michelin.com

 +91 8939849711

 www.michelin.com

This e-mail may contain confidential information and is intended solely for the use of the addressee. Any disclosure of this information is strictly prohibited and may be unlawful. If you have received this e-mail by mistake, please notify us immediately and delete this e-mail. Nothing in this message is to be interpreted as an agreement on behalf of Michelin.

Classification: D3 | Conservation: 90 days

 **MIT No shows.xlsx**
13K

Fwd: [EXT] Re: Campus Recruitments: Michelin India IT Development Centre

1 message

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

Thu, Apr 21, 2022 at 2:52 PM

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

From: **Mohan-Babu Krishnamurthy** <mohan-babu.krishnamurthy@michelin.com>
 Date: Fri, Apr 1, 2022 at 12:07 PM
 Subject: RE: [EXT] Re: Campus Recruitments: Michelin India IT Development Centre
 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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MIT	Shreyash Kashinath	Rachit	Male	B.Tech.	ECE
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MIT	Aditya Sanjay Mhaske	Elyas	Male	B.Tech.	CSE
MIT	Mohd Wasif Raza	Elyas	Male	B.Tech.	ECE
MIT	Sharayu Vilasrao Dosalwar	Rachit	Female	B.Tech.	CSE


MIT	Purva Manoj Jalan	Rachit	Female	B.Tech.	ECE
MIT	Sahil Jitendra Kohinkar	Elyas	Male	B.Tech.	CSE
MIT	Sukrut Bidwai	Joydeep	Male	B.Tech.	CSE
MIT	Afraz Syed	Elyas	Male	B.Tech.	CSE


Best Regards / Cordialement,



Mr. Mohan Babu KRISHNAMURTHY

Talent Acquisition | Michelin India

 mohan-babu.krishnamurthy@michelin.com

 +91 8939849711

 www.michelin.com

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Classification: D3 | Conservation: 90 days

 MIT No shows.xlsx
13K



OnlineSales.ai

April 4, 2022

Congratulations **Rushikesh** !! We are happy to offer you the role of **Software Design Engineer (Backend)** at OnlineSales.ai. We are super excited to have you join in our journey of building an AI platform for Marketing Automation & Analytics for eCommerce players globally!

You've been hand-picked for your perfectly qualifying genius, and we heartily welcome you to the journey of your lifetime. We want you for a reason. All your crazy interviewers were impressed by your determination, willingness to take risks & the hunger to learn. We strongly cherish these values at OnlineSales.ai and hope that you would prove to be an asset to our growing team.

You will kickstart your tenure here with basic inductions and training. Your work timings will be for you to decide, and each problem you'd pick up to solve would have you as its owner. At OnlineSales.ai, excuses are frowned upon, and great work is saluted and celebrated. As discussed, your total Compensation will be **INR 10,31,635**. Refer **ANNEXURE 1** below for the details.

OnlineSales.ai is fuelled by its pursuit of building a commercial operating system for eCommerce businesses globally and to provide smartest available technology to achieve our client's brand and business goals.

Driven by a carpe diem attitude and a thirst for ingenious innovation, we like to whoosh through our days with a passion for data & technology and serving our clients with nothing short of excellence. Our proactive teams and algorithms function as a single recipe spelling success – each person indispensable, each algorithm significant. We strive to keep raising our Smarts Index beyond industry benchmarks, and in turn, we promise to make your stint here memorable and Rewarding.

We love focus, problem-solving, risk-taking, foosball and table tennis. Our love for conversation and laughter is contagious, and we would do almost anything for cakes. Want to know what we have in store just for you? Write back with your acceptance at the earliest, and we'll wait to e-meet with you in the bright and shining Wednesday morning of **1st June 2022 at 10:00 am** – wear casuals!!

All 90 of us look forward to having you onboard.

Cheers!!

Sukhmani

Sukhmani Singh

HR Growth Catalyst



ANNEXURE 1

	FIXED COMPONENTS	MONTHLY SALARY (RS.)	GROSS CTC (RS.)
Basic	Monthly fixed salary excluding allowances, perks, and benefits	37,500	4,50,000
HRA	40% of basic would be towards HRA. Tax exemption can be availed on this component as per the rules of HRA in the Income-tax act.	15,000	1,80,000
Conveyance	Conveyance amount is non-taxable.	1,600	19,200
LTA	If you go on vacation within India this component serves as a subsidy on travel. Minimum 3 days leaves have to be taken to claim this benefit.	6,250	75,000
Medical	Enables to meet costs of day-to-day medical expenses subject to an annual limit of Rs. 15000. Unfortunately, it doesn't cover hospital expenses.	1,250	15,000
Tele & Internet Reimbursement	This option aims at reimbursing your mobile and Internet usage bills for official purposes.	1,667	20,004
Special Allowance	The special allowance is a fully taxable balancing component of the gross salary.	11,733	1,40,796
(A)		75,000	9,00,000
	RETENTION BONUS		
2 Equal Pay-outs*	Rs. 50,000 payable each with the paycheck of 6 th Month and 12 th month		1,00,000
(B)			1,00,000
	EMPLOYER'S CONTRIBUTION		
Medical Insurance	The joint cover limit available to you & your family (Parents, Spouse, and Children) is Rs. 300,000. The annual premium will be borne by us.		10,000
Gratuity	You will be eligible for gratuity at the time of leaving OnlineSales.ai in case you complete 5 years of continuous service.		21,635
(C)			31,635
Total Emoluments	(A+B+C)		10,31,635
(INR)			

*If you voluntarily decide to leave OnlineSales.ai before the end of 1 year, you will be obligated to repay to OnlineSales.ai any part of the Retention Bonus paid to you up to that point.

Cheers!!

Sukhmani

Sukhmani Singh

HR Growth Catalyst



OnlineSales.ai

April 4, 2022

Congratulations **Rahul!!** We are happy to offer you the role of **Software Design Engineer (Backend)** at OnlineSales.ai. We are super excited to have you join in our journey of building an AI platform for Marketing Automation & Analytics for eCommerce players globally!

You've been hand-picked for your perfectly qualifying genius, and we heartily welcome you to the journey of your lifetime. We want you for a reason. All your crazy interviewers were impressed by your determination, willingness to take risks & the hunger to learn. We strongly cherish these values at OnlineSales.ai and hope that you would prove to be an asset to our growing team.

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HR Growth Catalyst



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(INR)			

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Cheers!!

Sukhmani

Sukhmani Singh

HR Growth Catalyst

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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v.E.1

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
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Kushika Bahuguna	2	Analyst	kushika.bahuguna@gmail.com
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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	jnrrawlani@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	sngund@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
Jahnavi Chandrashekhar Dandgawhane	37	Analyst	jahnavidandgawhane@gmail.com
Shashwat Morgaonkar	38	Analyst	shashwat14m@outlook.com
Ajay Sunil Bhilare	39	Analyst	asbhilare@mitaoe.ac.in
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Piyush Ramrao Patil	41	Analyst	patilpiyush5120@gmail.com
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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

Dear Graduate Engineer Trainee,

WELCOME TO THE JSW GROUP

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee ("GET")** in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your training period shall commence from the date of your appointment i.e. 01st June 2022 and will continue for a period of one year. Your initial remuneration as a GET during such training period with JSW shall be **Rs. 8 lakhs per annum ("CTC")**.
- B. You shall be eligible for **Rs. 1.5 lakhs ("Retention Bonus")** spread over 2 years, subject to such terms and condition as may be detailed under the Appointment Letter.
- C. This offer is valid subject to **your successful Graduation, with a passing score of Min 60% in aggregate.**
- D. The location where you shall be posted shall be communicated to you by May, 2022. You are requested to report at the assigned location a day prior to **01st June, 2022**. Your appointment shall be final subject to the following conditions of eligibility:
 - a. You having secured at least 60% in your 10th and 12th standard examinations.
 - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall stand cancelled and revoked.
 - c. You having been declared medically fit by a certified medical practitioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your appointment shall stand cancelled.
 - d. You having cleared all reference checking, background verification and having submitted copies of the following documents at the time of your joining (along with the production of the original documents for verification):
 - o All Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
 - o Proof of your Date of Birth
 - o PAN Card or any other identity cards issued by the Government
 - o 5 Passport size photographs
 - o Submission of medical fitness as per the medical tests prescribed by JSW.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.



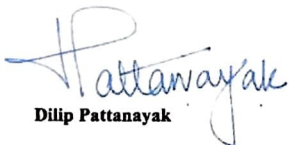
- F. A detailed 'Appointment Letter' will be issued to you after your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during the tenure of your with JSW.
- G. Further, at any time, during your tenure with JSW, you may be deputed to or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's affiliates, subsidiaries, group companies or promoter establishments, as per the requirements of JSW.
- H. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- I. This offer and the terms of this LoI apply to the person above-named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- J. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- K. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- L. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- M. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

Kindly confirm acceptance of the above offer via email (gulistaan.ragina@jsw.in / jsw-calyxpod@calyxpod.com) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.

We look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,


Yours sincerely,



Dilip Pattanayak

President & CHRO - Steel & Corporate

For JSW Steel / Cement / Paints / ONE Platform

Purnima V Tayade

offer Accepted



444



HOLTECASIA

A Subsidiary of HOLTEC INTERNATIONAL

Registered Office : Holtec Asia Private Limited
A-504, G-O Square,
Aundh Hinjewadi Link Road,
Wakad, Pune - 411057
CIN - U74999PN2010FTC136732
Tel : +91.20.6792.0900
Email : info@holtecasia.com

7th April 2022

Anupama Deshmukh,
Pune, Maharashtra,
India.

Reference: Employment as **Graduate Trainee Engineer - Software Development** at Holtec Asia.

Dear Ms. Anupama,

We are pleased to inform you that our Human Resources Department has considered your application and has recommended that we extend to you an offer of employment as **Graduate Trainee Engineer - Software Development** in Holtec Asia, Pune. This offer of employment is an indication of the firm belief of your peers in your ability to grow and advance within our Company.

The terms of this employment offer are contained in the other sheet. Should you elect to accept this offer, please sign and return it by the deadline indicated therein (You would be given shortly). If you would like to discuss any aspect of this offer, please contact at +91-20-6792-0900.

You will undergo 3 months training after joining us and we will conduct an exam based on this training. You must demonstrate your competence by scoring at least 75% in the exam, if not, then you will get a second chance to give a supplementary exam. If you still could not score up to the level, then your employment shall be discontinued with immediate effect.

Your Annual Remuneration will be same as Mentioned in HR05 during this training period and in the probation period.

Very truly yours,




Poonam Kaur Saluja,
Human Resource Department,
For Holtec Asia Pvt. Ltd.

Holtec Offices

www.holtecinternational.com
www.holtecasia.com

- Holtec Asia's Manufacturing Division - Plot No. 2/103/E, Dahej SEZ Part II, Dahej, Tal-Vagra, Dist. Bharuch, Gujarat - 392130. Tel : +91.2641.277.900
- Holtec Worldwide Headquarter, 1001 N US Highway 1 Jupiter, FL 33477, USA. Tel : +1.561.427.2300
- Holtec Corporate Office - Krishna P Singh Technology Campus, 1 Holtec Boulevard, Camden, NJ 08104, USA. Tel : +1.856.797.0900



OFFER AND ACCEPTANCE OF EMPLOYMENT FORM
(Form HR-5)

Rev: 00

Candidate's Name: Anupama Deshmukh
Street Address: Pune
City, State, Country: Maharashtra, India
Email Address: anupamaad@mltaoe.ac.in
Phone: 7020298468

Date: 07.04.2022
Division: Holtec Asia Private Limited
Position: Graduate Trainee Engineer - Software Development
Offer Extended by: Poonam Kaur Saluja
Annual Salary: INR 4,00,000/-
First Salary Review: With Annual Appraisal Cycle
Work Location: Pune, India
Probation Period: Standard Per Company Policy, 1 year of Probation
Employment Bond: Minimum 2 year of continuous employment. In case of pre-term/early departure, an employee is liable to pay and shall pay to the Company a sum equivalent to 24 month's salary (basic).
Vacation/Sickness/Holiday: Standard Per Company Policy, [Employee is eligible for 15 Earned Leaves + 6 Casual Leaves + 3 Sick Leaves]
Medical/Dental: Standard Per Company Policy
Expected Start Date: _____
Offer is Valid Until: 09.04.2022

The candidate must sign and return this form by email to psaluja@holtecasia.com before the expiration date noted above. This offer becomes null and void unless accepted by the expiration date.

By signing this Holtec Asia Offer Form, you understand and agree to the attached Conditions of Employment document. Holtec Asia will require you to sign the Conditions of Employment document before you commence work on your Holtec employment start date. A copy of this document is attached along with Holtec International's Corporate Governance Policy.

Notwithstanding anything to the contrary, your employment is contingent upon (a) you providing Holtec with proof of your identity and, if applicable, authorization to work in India and the Company's successful completion of references and a background check, and (b) on or prior to your scheduled first day of work, executing and returning to Holtec any and all documentation and policies required to be signed by Holtec including, without limitation, Holtec's Conditions of Employment document. You represent and warrant to Holtec that your employment with Holtec is not prohibited by or subject to the terms of any non-competition or employment agreement between you and any other person or entity. Further, you understand that you are prohibited from bringing with you to Holtec any trade secrets or proprietary information to which you may have had access through your prior employment.

Holtec International has a long and excellent reputation for honesty and integrity in business dealings. The Company's policy is to abide by all U.S. Government laws and the laws of any state, municipality or other country where Holtec does business in addition to a strict adherence to its ethics and integrity standards. In the spirit of this Company policy, we ask that before employment at Holtec, you represent and warrant to Holtec that you have furnished Holtec with copies of any and all agreements, documents or instruments, if any, to which you are a party or by which you are bound that may restrict you in the performance of your duties for Holtec. You agree not to divulge to Holtec any information which would violate any such agreements, documents or instruments, nor to divulge to Holtec any trade secrets, or confidential or proprietary information of your prior employers.

By accepting this offer the candidate agrees to enter into an employment-at-will relationship with the Company under the laws of the State of Maharashtra (India) and agrees to the terms and conditions of Holtec Asia's Employee Manual. The Employee Manual is available for your review, on Holtec's computer network, before you accept this position.

Candidate's Signature: _____
Date: _____



HOLTECASIA

A Subsidiary of HOLTEC INTERNATIONAL

Registered Office : Holtec Asia Private Limited
A-504, G-O Square,
Aundh Hinjewadi Link Road,
Wakad, Pune - 411057
CIN - U74999PN2010FTC136732
Tel : +91.20.6792.0900
Email : info@holtecasia.com

7th April 2022

Preksha Bhavsar
Pune, Maharashtra,
India.

Reference: Employment as **Graduate Trainee Engineer - Software Development** at Holtec Asia.

Dear Ms. Bhavsar,

We are pleased to inform you that our Human Resources Department has considered your application and has recommended that we extend to you an offer of employment as **Graduate Trainee Engineer - Software Development** in Holtec Asia, Pune. This offer of employment is an indication of the firm belief of your peers in your ability to grow and advance within our Company.

The terms of this employment offer are contained in the other sheet. Should you elect to accept this offer, please sign and return it by the deadline indicated therein (You would be given shortly). If you would like to discuss any aspect of this offer, please contact at +91-20-6792-0900.

You will undergo 3 months training after joining us and we will conduct an exam based on this training. You must demonstrate your competence by scoring at least 75% in the exam, if not, then you will get a second chance to give a supplementary exam. If you still could not score up to the level, then your employment shall be discontinued with immediate effect.

Your Annual Remuneration will be same as Mentioned in HR05 during this training period and in the probation period.

Very truly yours,

Poonam Kaur Saluja,
Human Resource Department,
For Holtec Asia Pvt. Ltd.

Holtec Offices

www.holtecinternational.com
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- Holtec Asia's Manufacturing Division - Plot No. 2/103/e, Dahaj SE2 Part II, Dahaj, Tal-Vagra, Dist. Bharuch, Gujarat - 392150. Tel : +91.2641.277.900
- Holtec Worldwide Headquarter, 1901 N US Highway 1 Jupiter, FL 33477, USA. Tel : +1.561.427.2300
- Holtec Corporate Office - Krishna P Singh Technology Campus, 1 Holtec Boulevard, Camden, NJ 08104, USA. Tel : +1.856.797.0900



OFFER AND ACCEPTANCE OF EMPLOYMENT FORM
(Form HR-5)

Rev: 00

Candidate's Name: Preksha Bhavsar
Street Address: Pune
City, State, Country: Maharashtra, India
Email Address: psbhavsar@mitace.ac.in
Phone: 7720045295

Date: 07.04.2022
Division: Holtec Asia Private Limited
Position: Graduate Trainee Engineer - Software Development
Offer Extended by: Poonam Kaur Saluja
Annual Salary: INR 4,00,000/-
First Salary Review: With Annual Appraisal Cycle
Work Location: Pune, India
Probation Period: Standard Per Company Policy, 1 year of Probation
Employment Bond: Minimum 2 year of continuous employment. In case of pre-term/early departure, an employee is liable to pay and shall pay to the Company a sum equivalent to 24 month's salary (basic).
Vacation/Sickness/Holiday: Standard Per Company Policy, [Employee is eligible for 15 Earned Leaves + 6 Casual Leaves + 3 Sick Leaves]
Medical/Dental: Standard Per Company Policy
Expected Start Date: _____
Offer is Valid Until: 09.04.2022

The candidate must sign and return this form by email to psaluja@holtecasia.com before the expiration date noted above. This offer becomes null and void unless accepted by the expiration date.

By signing this Holtec Asia Offer Form, you understand and agree to the attached Conditions of Employment document. Holtec Asia will require you to sign the Conditions of Employment document before you commence work on your Holtec employment start date. A copy of this document is attached along with Holtec International's Corporate Governance Policy.

Notwithstanding anything to the contrary, your employment is contingent upon (a) you providing Holtec with proof of your identity and, if applicable, authorization to work in India and the Company's successful completion of references and a background check, and (b) on or prior to your scheduled first day of work, executing and returning to Holtec any and all documentation and policies required to be signed by Holtec including, without limitation, Holtec's Conditions of Employment document. You represent and warrant to Holtec that your employment with Holtec is not prohibited by or subject to the terms of any non-competition or employment agreement between you and any other person or entity. Further, you understand that you are prohibited from bringing with you to Holtec any trade secrets or proprietary information to which you may have had access through your prior employment.

Holtec International has a long and excellent reputation for honesty and integrity in business dealings. The Company's policy is to abide by all U.S. Government laws and the laws of any state, municipality or other country where Holtec does business in addition to a strict adherence to its ethics and integrity standards. In the spirit of this Company policy, we ask that before employment at Holtec, you represent and warrant to Holtec that you have furnished Holtec with copies of any and all agreements, documents or instruments, if any, to which you are a party or by which you are bound that may restrict you in the performance of your duties for Holtec. You agree not to divulge to Holtec any information which would violate any such agreements, documents or instruments, nor to divulge to Holtec any trade secrets, or confidential or proprietary information of your prior employers.

By accepting this offer the candidate agrees to enter into an employment-at-will relationship with the Company under the laws of the State of Maharashtra (India) and agrees to the terms and conditions of Holtec Asia's Employee Manual. The Employee Manual is available for your review, on Holtec's computer network, before you accept this position.

Candidate's Signature: _____

Date: _____

Fwd: ZS Campus hiring requirement for DAA | Phase 2 (2022 batch)
1 message

Vikas Singh <vssingh@mitaoe.ac.in> Wed, May 11, 2022 at 2:19 PM
To: jdpatkar@mitaoe.ac.in

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Wed, May 11, 2022 at 1:56 PM
Subject: Fwd: ZS Campus hiring requirement for DAA | Phase 2 (2022 batch)
To: Vikas Singh <vssingh@mitaoe.ac.in>

----- Forwarded message -----
From: Surbhi Jaitely <surbhi.jaitely@zs.com>
Date: Wed, Apr 6, 2022 at 11:11 AM
Subject: RE: MIT-WPU,Pune: List of interested students for ZS Campus hiring requirement for DAA | Phase 2 (2022 batch)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Sir,

Apologies for the delay. We have been stuck in internal firm wide activities. Below is the list of the selected students.

Role	First Name	Last Name	Full Name	Email	Mobile
Decision Analytics Associate	Raihan	Biswas	Raihan Biswas	rabiswas@mitaoe.ac.in	9145484998
Decision Analytics Associate	Shaunak	Deshpande	Shaunak Deshpande	1032180473@mitwpu.edu.in	9552651474
Decision Analytics Associate	Aryan	Surendranath	Aryan Surendranath	1032180943@mitwpu.edu.in	8007320618
Decision Analytics Associate	Kunal	Pethe	Kunal Pethe	krpethe@mitaoe.ac.in	9139194771
Decision Analytics Associate	Yashvardhan	Panwar	Yashvardhan Panwar	realvardhan99@gmail.com	9602088848
Decision Analytics Associate	Pushkar	Ghodke	Pushkar Ghodke	pushkar.ghodke28@gmail.com	9145646456
Decision Analytics Associate	Ganesh	Domale	Ganesh Domale	ganeshdomale77@gmail.com	7057974382

Regards,
Surbhi

Surbhi Jaitely
Human Resources Associate
ZS Associates India Pvt. Ltd.
Tower A4, DLF World Tech Park Sector-30, NH-8, Gurgaon 122002, Haryana, India

www.zs.com

ZS Impact where it matters.

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

Fwd: ZS Campus hiring requirement for DAA | Phase 2 (2022 batch)
1 message

Vikas Singh <vssingh@mitaoe.ac.in> Wed, May 11, 2022 at 2:19 PM
To: jdpatkar@mitaoe.ac.in

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Wed, May 11, 2022 at 1:56 PM
Subject: Fwd: ZS Campus hiring requirement for DAA | Phase 2 (2022 batch)
To: Vikas Singh <vssingh@mitaoe.ac.in>

----- Forwarded message -----
From: Surbhi Jaitely <surbhi.jaitely@zs.com>
Date: Wed, Apr 6, 2022 at 11:11 AM
Subject: RE: MIT-WPU,Pune: List of interested students for ZS Campus hiring requirement for DAA | Phase 2 (2022 batch)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Sir,

Apologies for the delay. We have been stuck in internal firm wide activities. Below is the list of the selected students.

Role	First Name	Last Name	Full Name	Email	Mobile
Decision Analytics Associate	Raihan	Biswas	Raihan Biswas	rabiswas@mitaoe.ac.in	9145484998
Decision Analytics Associate	Shaunak	Deshpande	Shaunak Deshpande	1032180473@mitwpu.edu.in	9552651474
Decision Analytics Associate	Aryan	Surendranath	Aryan Surendranath	1032180943@mitwpu.edu.in	8007320618
Decision Analytics Associate	Kunal	Pethe	Kunal Pethe	krpethe@mitaoe.ac.in	9139194771
Decision Analytics Associate	Yashvardhan	Panwar	Yashvardhan Panwar	realvardhan99@gmail.com	9602088848
Decision Analytics Associate	Pushkar	Ghodke	Pushkar Ghodke	pushkar.ghodke28@gmail.com	9145646456
Decision Analytics Associate	Ganesh	Domale	Ganesh Domale	ganeshdomale77@gmail.com	7057974382

Regards,
Surbhi

Surbhi Jaitely
Human Resources Associate
ZS Associates India Pvt. Ltd.
Tower A4, DLF World Tech Park Sector-30, NH-8, Gurgaon 122002, Haryana, India
www.zs.com

ZS Impact where it matters.

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(448)

Pre-placement Letter of Intent to Graduate Engineer Trainee (GET)

Date: 02-Mar-2022

Dear Ms., Mayuri Jivan Kirde

College / Institute (Name & Location): Dr. Vishwanath Karad MIT World Peace University, Pune

This has reference to your selection process and subsequent interview; we are pleased to inform that you have been selected for the position of **Graduate Engineer Trainee** in our Organisation. The general terms and conditions of your appointment would be as follows:

- Business** : Data Center
- Training period** : Six months as probation period from the date of joining.
- Remuneration** : As below-
- During probation period for six months, your remuneration would be Rs. 6 Lacs (per annum).
 - On successful completion of six months' probation, you will be deemed confirmed until and unless not extended further, you will be designated as **Senior Engineer (O2 Grade)**.

The letter of intent is valid subject to you passing the qualifying exam with aggregate 60% or above marks or with equivalent grade, without any pending backlog/ATKT, and found medically fit at the time of joining.

A formal letter of appointment, setting out terms and conditions of employment in detail, along with breakup of remuneration shall be issued on your joining us.

Kindly submit copies of your mark sheets / certificates/testimonials etc.

Kindly acknowledge receipt of this offer as token of acceptance

With best wishes,

For AdaniConnex Private Limited,


Sankalp Dubey
Manager - HR

I accept the above letter of intent and I would be joining as required by Company.

Signature: _____

Name : _____

Date : _____

Please provide below details:

Date of Birth: _____

Email : _____

Mobile No: _____

Tel. (Home): _____

Alternate Tel. No. during vacation: _____

2022 Batch
ESTC Batch

449



Forbes Marshall
Krohne Marshall
Forbes Vyncke
Forbes Marshall Arca
Codel International
Forbes Solar
Forbes Marshall Steam Systems

HR: BK: SN: SC: Offer: 17

13th April, 2022

Samruddhi Sankpal

Plot no. 66/D-3, B.u.bhandari skyline, Duttanagar, Dighi, Pune 411015

Dear Samruddhi,

Based on our meeting earlier, we intend to offer you a position in our Organization as Graduate Trainee Engineer at Forbes Marshall, PB#29, Old Mumbai - Pune Highway, Kasarwadi, Pune, Maharashtra 411034.

At the time of joining you will be issued a formal Appointment letter. Your appointment will be subject to you being found medically fit & salary details are genuine. On your day of joining you will need to provide us with -

1. Four Passport size colour photographs with White background.
2. Two Copies of your Educational Qualifications:
 - 10th passing certificate
 - 12th passing certificate
 - Degree/ Diploma & other qualifications
3. PAN card
4. ICICI Bank Account number
5. Aadhar Card

Please sign the enclosed copy of the letter and send it to us as a token of your acceptance. We welcome you to our Forbes Marshall Organization.

Thanking you,

Yours faithfully,

For FORBES MARSHALL


Sanyucta Chakravarty

L&D Lead

Forbes Marshall Private Limited

Regd. Office: A-34/35, MIDC H Block, Pimpri, Pune 411 018. Tel: +91 20 27442020 / 39851100, Fax: +91 20 27442040
CIN No.: U28996PN1985PTC037806

Energy Conservation | Environment | Process Efficiency

www.forbesmarshall.com

ESTC - 2022
Batch

NAME	Samruddhi Sankpal
DESIGNATION	Graduate Trainee Engineer
BAND	Trainee

	AMT (P.M.)	TOTAL		
BASIC SALARY	18720			
PERFORMANCE ALLOWANCE	18620			
		37340		
PROVIDENT FUND	2246		12% of basic	
MEDICAL	417			
PROJECT STIPEND	10000			
		12663		
Gross P.M.		50003	Annual Gross (P.A.)	600037

450



Forbes Marshall
Krohne Marshall
Forbes Vyncke
Forbes Marshall Arca
Codel International
Forbes Solar
Forbes Marshall Steam Systems

HR: BK: SN: SC: Offer: 15

13th April, 2022

Megharaj Kamalakar Sonawane

Tapkire Nagar, Dehu Phata , Alandi, Pune Pin-412105

Dear Megharaj,

Based on our meeting earlier, we intend to offer you a position in our Organization as Graduate Trainee Engineer at Forbes Marshall, PB#29, Old Mumbai - Pune Highway, Kasarwadi, Pune, Maharashtra 411034.

At the time of joining you will be issued a formal Appointment letter. Your appointment will be subject to you being found medically fit & salary details are genuine. On your day of joining you will need to provide us with -

1. Four Passport size colour photographs with White background.
2. Two Copies of your Educational Qualifications:
 - 10th passing certificate
 - 12th passing certificate
 - Degree/ Diploma & other qualifications
3. PAN card
4. ICICI Bank Account number
5. Aadhar Card

Please sign the enclosed copy of the letter and send it to us as a token of your acceptance. We welcome you to our Forbes Marshall Organization.

Thanking you,

Yours faithfully,

For FORBES MARSHALL

A handwritten signature in black ink, appearing to be 'Sanyucta Chakravarty'.

Sanyucta Chakravarty

L&D Lead

Forbes Marshall Private Limited

Regd. Office: A-34/35, MIDC H Block, Pimpri, Pune 411 018. Tel: +91 20 27442020 / 39851100, Fax: +91 20 27442040

CIN No.: U28996PN1985PTC037806

Energy Conservation | Environment | Process Efficiency

www.forbesmarshall.com

ESTC - 2022
Batch

NAME	Megharaj Sonawane
DESIGNATION	Graduate Trainee Engineer
BAND	Trainee

	AMT (P.M.)	TOTAL		
BASIC SALARY	18720			
PERFORMANCE ALLOWANCE	18620			
		37340		
PROVIDENT FUND	2246		12% of basic	
MEDICAL	417			
PROJECT STIPEND	10000			
		12663		
Gross P.M.		50003	Annual Gross (P.A.)	600037

Fwd: Urgent- Technip Energies

1 message

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

Thu, Apr 21, 2022 at 2:48 PM

From: Prashant Tarkar**Sent:** Friday, April 8, 2022 1:23 PM**To:** Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>**Cc:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>**Subject:** RE: Urgent- Technip Energies

Dear All,

Shatabdi Jankar – Chemical Engineering is selected. We will issue her offer letter shortly.

Regards,

Prashant Tarkar

From: Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>**Sent:** Friday, March 25, 2022 6:01 PM**To:** Prashant Tarkar <prashant.tarkar@technipenergies.com>**Cc:** MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>; Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>**Subject:** Re: Urgent- Technip Energies**CAUTION:** This email originated from outside the organization.

T.EN's email filtering system did not identify this email as malicious however please do not click links, images or open attachments unless you recognize the sender and validate that any links appear valid.

Dear Mr Prashant,

Greetings,

As discussed, please find attached herewith the available list of available female students for the interview process.

Also, we have informed all the female available students to attend the interview tomorrow 26.03.2022.

Requesting you to send the invite link to the students directly.

Chemical Engineering	11
Civil Engineering	11
Electrical Engineering	2
Mechanical Engineering	5
Grand Total	29

Sr.No.	Resume Link	Roll No	First Name	Middle Name	Last Name	Degree 1	Degree 1 Primary Specializations	Campus	Gender
1	Click to download resume.	S1032181101	Aishwarya	Ajay	shete	B.Tech.	Electrical Engineering	MIT - WPU	Female
2	Click to download resume.	1032182006	Aastha	NA	Sahu	B.Tech.	Chemical Engineering	MIT - WPU	Female
3	Click to download resume.	1032181299	Shreyansi	NA	Gupta	B.Tech.	Chemical Engineering	MIT - WPU	Female
4	Click to download resume.	1032180833	Nupur	sandeep	jhaveri	B.Tech.	Mechanical Engineering	MIT - WPU	Female
5	Click to download resume.	1032180994	Mahak	NA	Jain	B.Tech.	Electrical Engineering	MIT - WPU	Female
6	Click to download resume.	S1032180405	Avanti	Ajit	Patil	B.Tech.	Civil Engineering	MIT - WPU	Female
7	Click to download resume.	0220190048	Snehal	Govind	Nalawade	B.Tech.	Chemical Engineering	MITAOE	Female
8	Click to download resume.	120180461	Kritika	NA	Bhat	B.Tech.	Chemical Engineering	MITAOE	Female
9	Click to download resume.	220190053	Deepti	Subhash	Patil	B.Tech.	Civil Engineering	MITAOE	Female
10	Click to download resume.	120180029	Shatabdi	Santosh	Jankar	B.Tech.	Chemical Engineering	MITAOE	Female
11	Click to download resume.	120180151	Samiksha	Raju	Ghodmare	B.Tech.	Chemical Engineering	MITAOE	Female
12	Click to download resume.	120180003	Pratiksha	NA	Gore	B.Tech.	Chemical Engineering	MITAOE	Female
13	Click to download resume.	220190085	Sayambar	Kranti	Rajaram	B.Tech.	Civil Engineering	MITAOE	Female
14	Click to download resume.	220190065	Vaishnavi	Digambar	Ambure	B.Tech.	Civil Engineering	MITAOE	Female
15	Click to download resume.	120180203	Tanmayee	Youraj	Lohkare	B.Tech.	Civil Engineering	MITAOE	Female
16	Click to download resume.	220190073	Pratiksha	Santosh	Kakade	B.Tech.	Mechanical Engineering	MITAOE	Female
17	Click to download resume.	120180014	Sushma	Navnath	Ekambe	B.Tech.	Chemical Engineering	MITAOE	Female
18	Click to download resume.	120180288	Sayali	Sunil	Bhivare	B.Tech.	Civil Engineering	MITAOE	Female
19	Click to download resume.	120180577	Hrithika	Santosh	Malkar	B.Tech.	Mechanical Engineering	MITAOE	Female
20	Click to download resume.	0220190020	Neha	Mahendra	Thakare	B.Tech.	Chemical Engineering	MITAOE	Female
21	Click to download resume.	220190056	Arshi	Manish	Kolge	B.Tech.	Mechanical Engineering	MITAOE	Female
22	Click to download resume.	120180270	Sakshi	Santosh	Waghela	B.Tech.	Chemical Engineering	MITAOE	Female
23	Click to download resume.	220190194	Diksha	Baban	Pawar	B.Tech.	Civil Engineering	MITAOE	Female
24	Click to download resume.	120180407	Tanisha	Tapan	Ajmera	B.Tech.	Chemical Engineering	MITAOE	Female
25	Click to download resume.	220190135	Javir	Nilam	Sakharam	B.Tech.	Civil Engineering	MITAOE	Female
26	Click to download resume.	120180154	Vilopa	Jagdish	Utwale	B.Tech.	Mechanical Engineering	MITAOE	Female
27	Click to download resume.	2019032500221127	Shourya	Sarjerao	Kadam	B.Tech.	Civil Engineering	MIT-CORER	Female
28	Click to download resume.	2019032500221135	Ketaki	Vikas	Lungare	B.Tech.	Civil Engineering	MIT-CORER	Female

29	Click to download resume.	2018032500228045	Pooja	Apparao	More	B.Tech.	Civil Engineering	MIT-CORER	Female
----	---------------------------	------------------	-------	---------	------	---------	-------------------	-----------	--------

Regards,

Nitin S. Jadhav

9762005414



Personal Information form.doc
329K

14th April 2022

Subject – Letter of Offer

Dear Rutuja,

Congratulations

We take great pleasure for inviting you to be an integral part of Mynd Solutions Pvt. Ltd.

Basis your recent meetings and discussions with us, we are pleased to offer you the position of **"Software Developer - IT" (Grade M-11)** at **Mumbai** location. Your employment shall commence with effect from **1st July 2022**. You will initially be on probation for a period of six (6) months from the date of commencement of your employment. You will have a notice period of thirty (30) days and after the completion of your probation period, it will be a notice period of thirty (30) days.

Annexure A will illustrate compensation & benefits details & proposed salary structure applicable to you and Annexure B will indicate the document checklist, which needs to be submitted prior to or latest by your Joining Date.

The Company is extending you this offer based upon your general skills and abilities and not your possession of any confidential or proprietary information belonging to your current employer. Kindly note that the offer of appointment is subject to satisfactory completion of your reference check.

We request you to provide us the acceptance of the offer letter, for electronic medium by clicking on the accept button, for physical records, submitting back duly signed copy of this offer letter, not later than three working days from the date of issuance, failing which this offer letter stands automatically withdrawn. A detailed letter of appointment will be issued to you on your joining date.

We look forward to a mutually rewarding relationship and wish you success in your new role.

For Mynd Solutions Pvt. Ltd.

Jasmine Sahney

Human Resource Business Partner

Please Note – The offer letter stands valid and approved, hence no signature is required.

Regd. Office : F-83, East of Kailash, New Delhi-110065, India Tel : 011-26294392
Corporate Office : 288-A, 2nd Floor, Udyog Vihar - IV, Gurugram, Haryana-122001 Toll Free No : 1800-103-7281
B.O. : 801, 8th Floor, Antarksh, Thakur House, Marol - Mahawana Road, Off Andheri - Kurla Road, Andheri (E), Mumbai - 400059 Ph : 022-49052222
B.O. : VKTs Building, Thyagi M, Palanivelu Road, Xavier Layout, Victoria Road, Bangalore-560007 India.
B.O. : C-102, 1st Floor, Block C, Bhagyan, Anna Mills, Old Mahabalipuram Road, Okkiam, Thoraipakkam, Chennai-600097
Website: www.m1xchange.com E-mail: sales@m1xchange.com CIN No. U74146DL2002PTC114073

Accepted
Rutuja Sav.

Rutuja M.

OK-accept
from
Anmol Dastoor

TPO.

16-April 2022

HEAD
Training & Placement
MIT Academy of Engineering
Alandi (D), Pune-412 105.

Annexure-I

CTC Breakup			
Salary Breakup			
Employee Name	Rutuja Rajendra Sav		
DOJ	1 st July 2022		
Grade	M11		
Cost To Company (CTC)	500000		
Particulars	Remarks	INR (PA)	INR (PM)
1. Basic Pay	Min Wages	2,50,000	20,833
2. HRA	50% of Basic Pay / As Applicable	1,25,000	10,417
3. LTA	8.33% Of Basic Pay	20,825	1,735
4. Special Allowance	Balancing Component	66,285	5,524
Gross Salary (A)		4,62,110	38,509
5. Insurance	GMC/GPA	4,260	355
6. Gratuity	4.81% of Basic	12,030	1,003
7. Employer's PF Contribution	12% of Gross or Rs 1800 whichever is less	21,600	1,800
Retiral Benefits (B)		37,890	3,158
Cost to Company(A+B)		5,00,000	41,667

For Mynd Solutions Pvt. Ltd.

Jasmine Sahney
Human Resource Business Partner

Please Note – The offer letter stands valid and approved, hence no signature is required.

Accepted
Rutuja Sav.
Rutuja Sav.

Pamod
16 April / 22
HEAD
Training & Placement
MIT Academy of Engineering
Mandl (D), Pune-412 105.

Annexure-B
List of Joining Documents

(Original Copies of all certificates are required for verification)

- 1) **Educational Certificates**
 - a) Senior Secondary & Higher Secondary Certificates
 - b) Graduation Level / Post Graduation/ Professional Degree Certifications
- 2) **Work Experience Related Details**
 - a) Relieving letter/Accepted Resignation letter from previous employer
 - b) Salary Slips from previous organization
- 3) **Photographs Required**
 - a) 6 Passport Size Photograph
 - b) 2 Postcard Size Photograph (Need to produce if ESI is Applicable)
- 4) **Address Proof** (Any one of the following can be taken as an address proof)
 - a) Ration Card / Voter ID Card/Adhaar card ,Bank Statement ,Telephone Bill
 - b) Rent Agreement ,Passport, Driving License
 - c) Pan Card(Mandatory Document)

Note: if you want to continue your previous salary account, Please bring your cancelled cheque on the joining date.

Accepted
Rutuja Sav.

Satishgall

Pamir
16/Apr/11
HEAD
Training & Placement
MIT Academy of Engineering
Alandi (D), Pune-412 105.

IT- Branch

2022 Batch

(454)

Fwd: Tata Play Fiber (2022 batch)

1 message

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

Thu, Apr 21, 2022 at 2:47 PM

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

From: **Aditi Raikar/HR/MUM CORP** <Aditi.Raikar@tataplayfiber.co.in>
Date: Mon, Apr 11, 2022 at 6:08 PM
Subject: RE: MIT-WPU,Pune: List of interested tsudnets for Tata Play Fiber (2022 batch)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hello Dr. Mali,

Below candidates are selected to be offered after the interview round. Please keep them reserved from any further placement process(es). We will roll out the offer once to all the 3 students this week.

Sr. No.	Candidate	Status
1	Nishanth Salumuri	Selected
2	Aditya Vardhan	Selected
3	Akshay Tarate	Selected

Also, please note that Saket Kumar and Harshal Sanjay Gede are kept on hold as of now. Please keep us posted if they get shortlisted for any other company's placement process.

Kindly acknowledge this email with a response at the earliest.



Best Regards,

Aditi Raikar

(She, her, hers)

**Assistant Manager – Talent Acquisition, HRIT & Corporate
HRBP**

Bavdhan, Pune • Maharashtra

+91-9167614652

aditi.raikar@tataplayfiber.co.in

www.linkedin.com/in/aditiraikar

**TATA PLAY
FIBER**

Thank you for your cooperation. _____+++++++_____



image001.png
22K



April 21, 2022

Congratulations **Gautam!!** We are happy to offer you the role of **Software Design Engineer (Backend)** at OnlineSales.ai. We are super excited to have you join in our journey of building an AI platform for Marketing Automation & Analytics for eCommerce players globally!

You've been hand-picked for your perfectly qualifying genius, and we heartily welcome you to the journey of your lifetime. We want you for a reason. All your crazy interviewers were impressed by your determination, willingness to take risks & the hunger to learn. We strongly cherish these values at OnlineSales.ai and hope that you would prove to be an asset to our growing team.

You will kickstart your tenure here with basic inductions and training. Your work timings will be for you to decide, and each problem you'd pick up to solve would have you as its owner. At OnlineSales.ai, excuses are frowned upon, and great work is saluted and celebrated. As discussed, your total Compensation will be **INR 10,31,635**. Refer **ANNEXURE 1** below for the details.

OnlineSales.ai is fuelled by its pursuit of building a commercial operating system for eCommerce businesses globally and to provide smartest available technology to achieve our client's brand and business goals.

Driven by a carpe diem attitude and a thirst for ingenious innovation, we like to whoosh through our days with a passion for data & technology and serving our clients with nothing short of excellence. Our proactive teams and algorithms function as a single recipe spelling success – each person indispensable, each algorithm significant. We strive to keep raising our Smarts Index beyond industry benchmarks, and in turn, we promise to make your stint here memorable and Rewarding.

We love focus, problem-solving, risk-taking, foosball and table tennis. Our love for conversation and laughter is contagious, and we would do almost anything for cakes. Want to know what we have in store just for you? Write back with your acceptance at the earliest, and we'll wait to e-meet with you in the bright and shining Wednesday morning of **1st June 2022 at 10:00 am**– wear casuals!!

All 90 of us look forward to having you onboard.

Cheers!!

Sukhmani

Sukhmani Singh

HR Growth Catalyst

ANNEXURE 1

	FIXED COMPONENTS	MONTHLY SALARY (RS.)	GROSS CTC (RS.)
Basic	Monthly fixed salary excluding allowances, perks, and benefits	37,500	4,50,000
HRA	40% of basic would be towards HRA. Tax exemption can be availed on this component as per the rules of HRA in the Income-tax act.	15,000	1,80,000
Conveyance	Conveyance amount is non-taxable.	1,600	19,200
LTA	If you go on vacation within India this component serves as a subsidy on travel. Minimum 3 days leaves have to be taken to claim this benefit.	6,250	75,000
Medical	Enables to meet costs of day-to-day medical expenses subject to an annual limit of Rs. 15000. Unfortunately, it doesn't cover hospital expenses.	1,250	15,000
Tele & Internet Reimbursement	This option aims at reimbursing your mobile and Internet usage bills for official purposes.	1,667	20,004
Special Allowance	The special allowance is a fully taxable balancing component of the gross salary.	11,733	1,40,796
(A)		75,000	9,00,000
	RETENTION BONUS		
2 Equal Pay-outs*	Rs. 50,000 payable each with the paycheck of 6 th Month and 12 th month		1,00,000
(B)			1,00,000
	EMPLOYER'S CONTRIBUTION		
Medical Insurance	The joint cover limit available to you & your family (Parents, Spouse, and Children) is Rs. 300,000. The annual premium will be borne by us.		10,000
Gratuity	You will be eligible for gratuity at the time of leaving OnlineSales.ai in case you complete 5 years of continuous service.		21,635
(C)			31,635
Total Emoluments	(A+B+C)		10,31,635
(INR)			

*If you voluntarily decide to leave OnlineSales.ai before the end of 1 year, you will be obligated to repay to OnlineSales.ai any part of the Retention Bonus paid to you up to that point.

Cheers!!

Sukhmani

Sukhmani Singh

HR Growth Catalyst



April 18, 2022

Congratulations **Avadh** !! We are happy to offer you the role of **Software Design Engineer (Backend)** at OnlineSales.ai. We are super excited to have you join in our journey of building an AI platform for Marketing Automation & Analytics for eCommerce players globally!

You've been hand-picked for your perfectly qualifying genius, and we heartily welcome you to the journey of your lifetime. We want you for a reason. All your crazy interviewers were impressed by your determination, willingness to take risks & the hunger to learn. We strongly cherish these values at OnlineSales.ai and hope that you would prove to be an asset to our growing team.

You will kickstart your tenure here with basic inductions and training. Your work timings will be for you to decide, and each problem you'd pick up to solve would have you as its owner. At OnlineSales.ai, excuses are frowned upon, and great work is saluted and celebrated. As discussed, your total Compensation will be **INR 10,31,635**. Refer **ANNEXURE 1** below for the details.

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Driven by a carpe diem attitude and a thirst for ingenious innovation, we like to whoosh through our days with a passion for data & technology and serving our clients with nothing short of excellence. Our proactive teams and algorithms function as a single recipe spelling success – each person indispensable, each algorithm significant. We strive to keep raising our Smarts Index beyond industry benchmarks, and in turn, we promise to make your stint here memorable and Rewarding.

We love focus, problem-solving, risk-taking, foosball and table tennis. Our love for conversation and laughter is contagious, and we would do almost anything for cakes. Want to know what we have in store just for you? Write back with your acceptance at the earliest, and we'll wait to e-meet with you in the bright and shining Wednesday morning of **1st June 2022 at 10:00 am**– wear casuals!!

All 90 of us look forward to having you onboard.

Cheers!!

Sukhmani

Sukhmani Singh

HR Growth Catalyst

ANNEXURE 1

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Basic	Monthly fixed salary excluding allowances, perks, and benefits	37,500	4,50,000
HRA	40% of basic would be towards HRA. Tax exemption can be availed on this component as per the rules of HRA in the Income-tax act.	15,000	1,80,000
Conveyance	Conveyance amount is non-taxable.	1,600	19,200
LTA	If you go on vacation within India this component serves as a subsidy on travel. Minimum 3 days leaves have to be taken to claim this benefit.	6,250	75,000
Medical	Enables to meet costs of day-to-day medical expenses subject to an annual limit of Rs. 15000. Unfortunately, it doesn't cover hospital expenses.	1,250	15,000
Tele & Internet Reimbursement	This option aims at reimbursing your mobile and Internet usage bills for official purposes.	1,667	20,004
Special Allowance	The special allowance is a fully taxable balancing component of the gross salary.	11,733	1,40,796
(A)		75,000	9,00,000
	RETENTION BONUS		
2 Equal Pay-outs*	Rs. 50,000 payable each with the paycheck of 6 th Month and 12 th month		1,00,000
(B)			1,00,000
	EMPLOYER'S CONTRIBUTION		
Medical Insurance	The joint cover limit available to you & your family (Parents, Spouse, and Children) is Rs. 300,000. The annual premium will be borne by us.		10,000
Gratuity	You will be eligible for gratuity at the time of leaving OnlineSales.ai in case you complete 5 years of continuous service.		21,635
(C)			31,635
Total Emoluments	(A+B+C)		10,31,635
(INR)			

*If you voluntarily decide to leave OnlineSales.ai before the end of 1 year, you will be obligated to repay to OnlineSales.ai any part of the Retention Bonus paid to you up to that point.

Cheers!!

Sukhmani

Sukhmani Singh

HR Growth Catalyst



E: info@miniOrange.com W: www.miniorange.com
M: +91 9717845846

A: Baner, Pune Maharashtra

Date: 19/11/2021

Letter of Intent

Dear Gurpreet Singh,

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





Storopack India Private Limited - Shed no. 1 & 2, H no 3086, Gat no 5157, Wadi, Chavale mile area, Solapur road, Pune-412208, India

PERFECT PROTECTIVE PACKAGING

Storopack India Private Ltd.
Shed no. 1 & 2, H no 3086, Gat no 5157, Wadi, Chavale mile area, Solapur road, Pune-412208, India

Phone: +91 20 25800100
Fax: +91 20 25800221
packaging.india@storopack.com
www.storopack.in

CIN: U74999PN0212PTC148190

25/4/2022

To,
Ajinkya Pathare

Subject: Offer for the position of Sales GET

Hello Ajinkya,
This is regarding the position of Sales GET with Storopack India Pvt Ltd. We are pleased to inform you that, you have been selected for the position and shall be based in Pune. We have decided to compensate your services at INR 3,00,000 LPA.

You will join service from 4th June 2022.

Post 7 months of service we shall review your performance for confirmation. The compensation and designation will be revised as per the company rules.

Request your confirmation in the form of a signed copy of this document.

Congratulations and we look forward to welcome you as a part of the Storopack Family.

For Storopack India Pvt Ltd.

Head HR





GRADUATE ENGINEER AGREEMENT LETTER

May 2, 2022

Pratiksha kakade
Shinde Nagar, Hirkani Society,
Old Sangvi, Pune – 27
Maharashtra -411027
Contact Details: 7774877616

SUB: STIPEND LETTER

Dear Pratiksha,

Further to our selection process, you are shortlisted as a **Graduate Engineer Trainee – PDE at Pune**. You shall receive Stipend as per the Annexure I enclosed with this letter.

As communicated and discussed, your one-year training shall commence from **July 15, 2022**, or earlier. On receipt of this communication please send us a copy of acknowledgement.

You are also required to go through an **antecedent check and pre-employment medical examination** which is arranged by the organization subject to which a detailed letter of Stipend shall be issued on your day of joining.

We look forward to having you on board at the earliest.

For HNI GBSC India Private Limited

Shweta Dubey
Authorized Signatory



ANNEXURE I

Name: Pratiksha Kakade
Designation: Graduate Engineer Trainee -PDE
Grade: Trainee
Department: ESC
Location: Pune

Components	Amount (in Rs) per month	Amount (in Rs) per Annum
(A)Monthly Stipend(A)		
Consolidated Stipend	31,533	3,78,400
Monthly Total	31,533	3,78,400
Contribution of PF (B)	1,800	21,600
Stipend Total (A+B)		4,00,000

Note:

- You will not be entitled for other benefits as per company policy, but the company may at its discretion provide you with other benefits

For HNI GBSC India Private Limited

Shweta Dubey
Authorized Signatory

Fwd: Poonawalla Fincorp_selections 2022

1 message

Vikas Singh <vssingh@mitaoe.ac.in>

Wed, May 11, 2022 at 2:28 PM

To: jdpatkar@mitaoe.ac.in

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

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

Date: Wed, May 11, 2022 at 2:26 PM

Subject: Fwd: Poonawalla Fincorp_selections 2022

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

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

From: **Geeta Dubey** <Geeta.Dubey@poonawallafincorp.com>

Date: Sat, Apr 23, 2022 at 5:27 PM

Subject: Shortlisted candidates

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

Hi Hemant

Below are the shortlisted candidates.

NAME	COLLEGE
Shantanu Yelmame	MIT
Taha Bohra	MIT
Yash Agrawal	MIT
Neil Bhutada	MIT
Karan Shah	MIT
Ashir Duragkar	MIT
Rohit Suryawanshi	MIT

Kindly arrange to share their mentioned docs, also confirm by when they are available for joining and specify dates for final exams.

1. Resume
2. Pan Card
3. Aadhar Card
4. 10th, 12th, and graduation marksheet/certificate
5. BGV form (attached)
6. Cibil consent (attached)

Thanks & Regards,



Geeta Dubey
Senior Manager - HR
E : Geeta.Dubey@poonawallafincorp.com

Disclaimer : The information contained in this e-mail and any attachments to this message are intended for the exclusive use of the intended recipient and may contain proprietary, confidential or legally privileged information. If you are not the intended recipient, please note that you are not authorized to disseminate, distribute or copy this e-mail or any parts of it or act upon/rely on the contents of this e-mail in any manner. Please notify the sender immediately by e-mail and destroy all copies of this e-mail and any attachments. Please also note that Poonawalla Fincorp Limited (hereinafter referred to as "PFL") is unable to exercise control or ensure or guarantee the integrity of/over the contents of the information contained in e-mail transmissions and that any views expressed in this e-mail are not endorsed by/binding on PFL unless the sender does so expressly with due authority of PFL. Before opening any attachments please check them for viruses and defects and please note that PFL accepts no liability or responsibility for any damage caused by any virus that may be transmitted by this email. Thank you for your cooperation.

3 attachments



p_pf_logo-blue__467eb282-4ef7-4775-9e41-f6c91bbce949.jpg
48K



CIBIL Consent.docx
14K



Background verification form.pdf
165K

Date : 06-May-2022

Offer Letter

To,

Shantanu Yelmame

Subject: Offer of employment as Trainee - IT at Poonawalla Fincorp Limited.

Greetings from Poonawalla Fincorp Limited!

This is with reference to your application and subsequent discussion you had with us.

We are pleased to offer you an employment at Poonawalla Fincorp Limited (Company) as **Trainee - IT** at **Trainee - IT** on the terms and conditions as stated below.

01. PLACE OF POSTING and tentative DATE OF JOINING

You will be posted at **Pune** and date of joining will be on or before **01-Jun-2022**. This position reports to Head Governance -IT, D & A and/or any other person assigned by the Company, from time to time. This letter sets forth certain terms and conditions of our employment proposal and the detailed terms and conditions of your employment with the Company shall be governed by the contract of employment ("**Employment Contract**") which you shall be required to execute, at the time of your joining.

02. COMPENSATION

Total Cost to Company (CTC): INR 850008/- p.a. (INR per annum)

The tentative CTC break up is attached in Annexure A.

This email is not meant to create, and should not be construed, as a contract of employment. If you accept this offer of employment, the Company, will enter into an Employment Contract on the date of your joining. Probationary period will be for 3 months from the date of joining, details of which will be described in the Employment Contract

Your principal place of work will be at Pune. However, the Company shall have the right, at its sole discretion, to transfer you to any of its now existing or any future (i) office(s), and, or (ii) branch(es), and, or (iii) business vertical(s) and, or (iv) affiliates.

Your compensation and all other payments received by you would be subject to deduction of Provident Fund, Profession Tax and any other prevailing taxes as applicable.

You will also be eligible for annual leaves and holidays as per applicable laws and in accordance with the prevailing rules and policies of the Company.

You shall be liable to serve the company sincerely, maintaining highest standard of integrity in compliance with code of conduct of the company. Your term of employment shall have a lock-in period of 02 (two) years from the date of joining and in the event of your separation from the services of the company for

Poonawalla Fincorp Limited
(Formerly known as Magma Fincorp Limited)
CIN: L51504PN1978PLC209007

Registered Office: 601, 6th Floor, Zero One IT Park, Survey No. 79/1, Ghorpadi, Mundhwa Road, Pune - 411036
T: +91 020 67808090 | **E:** info@poonawallafincorp.com | **W:** www.poonawallafincorp.com

any reason whatsoever, the company at its sole discretion shall be entitled to claw back entire expenses, if any, incurred towards your training, relocation including any other expenses over and above your CTC compensation. In such event you shall be liable to reimburse all such expenses to the company without any demur or protest and the company shall not be liable to service any notice of demand to you in this regard. Further you hereby acknowledge and authorize the company to deduct such expenses from your full and final settlement amount, if any, payable. In the event of any shortfall after adjustment of such expenses from the full and final settlement amount, you shall be liable to reimburse balance outstanding amount i.e. the shortfall amount to the company within next 07 (seven) working days from such adjustment/demand if any by the company.

Should the terms of the offer be acceptable, please respond to the undersigned within 3 days by signing and returning a copy of this letter (electronic form acceptable). This letter supersedes all previous oral and written agreements and understandings. This offer shall automatically stand withdrawn if we do not receive your acceptance within 3 days.

Your joining is subject to and verification of your pre onboarding documents to the satisfaction of the Company. You agree and consent to the Company to undertake a background check (either by itself or through third party agencies) and using and storing your personal information or sensitive data, for the purpose of your potential employment with the Company. You agree that your employment with the Company is contingent upon a satisfactory background check as well as verification of your previous employment and salary history and/or any other details, in accordance with applicable laws.

Following Scanned copies are required to be submitted-

1. -Self Attested Educational Documents (SSC, HSC, Graduation, Post-Graduation, any other)
2. -Self Attested latest appointment letter, and last 3 months salary slips
3. -Last 6 Months Bank Statement (which shows credit of salary received)
4. -Self Attested Aadhaar Card
5. -Self Attested PAN Card
6. -Scan copy of Passport size photo (.jpg or .jpeg format)

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T: +91 020 67808090 | **E:** info@poonawallafincorp.com | **W:** www.poonawallafincorp.com

On your first day of employment, you will need to submit the documents / details as set out in the attachment of this mail and present them to the HR contact.

Documents Required	
Employment Contract	Executed copy of the Employment Contract.
Educational Mark sheets and Passing Certificates	Self-attested copies of all mark Sheet/certificate 10th,12th, Graduation, Post-Graduation (if applicable).
Relieving Letter*	Photocopy of relieving letter of your previous employer.
Resignation Acceptance	Printout of Official Mail/ Hard copy wherein the Last Working Date has been clearly confirmed/ accepted by the Reporting Authority/ HR. This document should contain the Company Stamp/ Seal along with the signature of the Reporting authority/ HR.
Date of Birth Proof	Self-attested Birth Certificate/ Passport/ School/ College Leaving mentioning DOB.
PAN Card	Self-attested clear copy of PAN. If the same has been applied for, please provide the acknowledgement copy of the application.
Aadhaar Card	Self-attested clear copy of AADHAR Card. If the same has been applied for, please provide the acknowledgement copy of the application.
Current Address Proof	Rent Agreement/ Index II / Electricity Bill.
Recent Photographs	Three Recent passport size Photographs.
Blood Group Details	Blood Group should be mentioned in the Joining Form.

** You shall provide your relieving letter within 45 days of your date of joining*

We look forward to a mutually rewarding and a long-term association with you.

Should you have any questions, please do not hesitate to contact Geeta Dubey at 8669984665.

Yours sincerely



Darshan Sonar
Associate Vice President - TA



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CIN: L51504PN1978PLC209007

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T: +91 020 67808090 | **E:** info@poonawallafincorp.com | **W:** www.poonawallafincorp.com

**Annexure A
Compensation Break-up Sheet
(Strictly Confidential)**

Components	Monthly (INR)	Annualized (INR)
Basic	23334	280008
House Rent Allowance	9334	112008
Special Allowance	21744	260928
Co's contribution to Provident Fund	2800	33600
Gratuity*	1122	13464
Total Fixed Pay	58334	700008
Annual performance Bonus#		150000
Total Cost To the Company		850008

#Subject to maintaining minimum standard of performance and as per applicable company policy.

\$This is subject to individual performance as per agreed parameters and targets.

*Gratuity is payable as per the Payment of Gratuity Act, 1972.

Performance based components are shown in annualised figures

The compensation is subject to review in accordance with the Company's policy and will depend upon your performance. Your performance shall be in the line with the Company's performance year (1st April to 31st March)



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T: +91 020 67808090 | **E:** info@poonawallafincorp.com | **W:** www.poonawallafincorp.com



Dear Colleagues,

Congratulations, welcome to the Poonawalla Fincorp family!

As you EMBARK on your journey with us, we are glad to invite you for an induction program scheduled on 1st June 2022, Wednesday. You are requested to report by 10 AM, at the below address -

Address - AP 81, Koregaon Park Annex, Near Raga Lawns, Mundhwa Road, Pune 411036.

Dress Code – Formals, White shirt

SPOC – Soumendu Chakraborti, 9618581969

Please **[click here](#)** to share all your details by tomorrow EOD.

Wishing you all the best for a successful career with us.

Sudhir Nayar

Head – Learning & Development
Poonawalla Fincorp Limited

Embark⁷

Fwd: Samsung: List of Selected Students

1 message

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

Wed, May 11, 2022 at 2:57 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Wed, May 11, 2022 at 2:44 PM
Subject: Fwd: Samsung: List of Selected Students
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: **Imran Khan** <imran.kh@partner.samsung.com>
Date: Mon, Apr 25, 2022 at 1:39 PM
Subject: List of Selected Students
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Prof,

First of all, I'd like to extend a big thanks to you and your team for coordinating and making the entire process extremely smooth and seamless. It is only because of your great efforts that the process proved to be a very successful one.

Please find the list of selected students attached herewith. Need your support informing the selected students and signing them out of the placement process of your college.

Looking forward to a long-term collaboration between the college and the company.

Regards,
Imran Khan

Team HR

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Selected Candidates.xlsx

9K

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.

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



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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: Samsung: List of Selected Students

1 message

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

Wed, May 11, 2022 at 2:57 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Wed, May 11, 2022 at 2:44 PM
Subject: Fwd: Samsung: List of Selected Students
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: **Imran Khan** <imran.kh@partner.samsung.com>
Date: Mon, Apr 25, 2022 at 1:39 PM
Subject: List of Selected Students
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Prof,

First of all, I'd like to extend a big thanks to you and your team for coordinating and making the entire process extremely smooth and seamless. It is only because of your great efforts that the process proved to be a very successful one.

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Selected Candidates.xlsx

9K

Fwd: TOX(R) PRESSOTECHNIK (INDIA) PVT. LTD. (2022 batch):Campus Selection1 message

Vikas Singh <vssingh@mitaoe.ac.in>

Wed, May 11, 2022 at 2:56 PM

To: jdpatkar@mitaoe.ac.in

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

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

Date: Wed, May 11, 2022 at 2:43 PM

Subject: Fwd: TOX(R) PRESSOTECHNIK (INDIA) PVT. LTD. (2022 batch):Campus Selection

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

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

From: <VMavinkurve@tox-in.com>

Date: Thu, Apr 28, 2022 at 5:03 PM

Subject: RE: MIT-WPU,Pune: List of interested students for TOX(R) PRESSOTECHNIK (INDIA) PVT. LTD. (2022 batch)

To: <engg.placements@mitwpu.edu.in>

Cc: <hemant.mali@mitwpu.edu.in>, <ganesh.kakandikar@mitwpu.edu.in>, <shrihari.bondar@mitpune.edu.in>

Dear Team,

Following students came for interview

1. Swapnil Dalvi
2. Saurabh Kumar
3. Mihir Patil

We have selected Mr. Swapnil Dalvi as GET in our Design department, CTC for first year 3.5L PA and for the second year 4.5LPA. There will be a bond of 2 years. Also as discussed with him he will have to work in shifts, our Design department works in 2 shifts. Kindly confirm his acceptance accordingly we will share offer to him.

Thanks & regards,

Vijayanti Mavinkurve

Assistant General Manager – HR & Admin.



TOX® PRESSOTECHNIK (INDIA) PVT. LTD.

Gat No.343/7-10,
Village Ambadvet, Pune-Paud Road,
At Post-Paud, Next to Sutarwadi,
Taluka Mulshi, Pune- 412108,
Maharashtra, India

Tel: (020) 6653 8300/11 Ext: 319

E-Mail: VMavinkurve@tox-in.com

<https://in.tox-pressotechnik.com>

From: Mavinkurve, Vijayanti

Sent: Wednesday, April 27, 2022 2:18 PM

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

Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>; Ganesh Kakandikar <ganesh.kakandikar@mitwpu.edu.in>; shrihari.bondar@mitpune.edu.in

Subject: RE: MIT-WPU,Pune: List of interested students for TOX(R) PRESSOTECHNIK (INDIA) PVT. LTD. (2022 batch)

Dear Team,

Interview date: 28th April, 2022

Time: 9:00am

Address:

TOX® PRESSOTECHNIK (INDIA) PVT. LTD.

Gat No.343/7-10,
Village Ambadvet, Pune-Paud Road,
At Post-Paud, Next to Sutarwadi,
Taluka Mulshi, Pune- 412108,
Maharashtra, India

Thanks & regards,

Vijayanti Mavinkurve

Assistant General Manager – HR & Admin.



TOX® PRESSOTECHNIK (INDIA) PVT. LTD.

Gat No.343/7-10,
Village Ambadvet, Pune-Paud Road,
At Post-Paud, Next to Sutarwadi,
Taluka Mulshi, Pune- 412108,
Maharashtra, India

Tel: (020) 6653 8300/11 Ext: 319
E-Mail: VMavinkurve@tox-in.com

<https://in.tox-pressotechnik.com>

Fwd: JSW - GET Lol Acceptance & Joining Date Finalization

1 message

Vikas Singh <vssingh@mitaoe.ac.in>

Wed, May 11, 2022 at 4:15 PM

To: jdpatkar@mitaoe.ac.in

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

From: **Vikas Singh** <vssingh@mitaoe.ac.in>

Date: Wed, 11 May 2022, 15:33

Subject: Fwd: JSW - GET Lol Acceptance & Joining Date Finalization

To: <jdpatkar@mitaoe.ac.in>

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

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

Date: Wed, 11 May 2022, 15:27

Subject: Fwd: JSW - GET Lol Acceptance & Joining Date Finalization

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

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

From: **Gulistaan Ragina** <gulistaan.ragina@jsw.in>

Date: Tue, Apr 26, 2022 at 5:29 PM

Subject: GET Lol Acceptance & Joining Date Finalization

To: <rrkumari@mitaoe.ac.in>

Cc: <engg.placements@mitwpu.edu.in>, JSW-Calyxpod <jsw-calyxpod@calyxpod.com>

Dear GET 2022,

Congratulations!!!

We value the skill set you will bring into the Organisation and are confident that you will contribute to JSW in a significant way during your stay. We are eagerly looking forward to welcoming you soon and hope you too are excited to be a part of JSW Group.

You are required to sign the attached Lol and share it with your TPO, so that they can collate all and share it with us on the given mail id - gulistaan.ragina@jsw.in / jsw-calyxpod@calyxpod.com.

You shall soon receive a detailed Appointment Letter, wherein your location will be mentioned.

Request the T&P Cell to fill in the attached sheet and share it by 27th April, 2022 - 06.00pm with the Calyxpod Team and the undersigned

1. Student Name - students that have been given the offer.
2. Campus Name - please mention your respective campus name
3. Date of Joining - please write YES under the date when your campus students can join.
4. Lol - Accepted / Yet to share the signed Lol - please mention if the student has Accepted the Lol. If NOT then please share the signed Lol by 06.00pm 27th April, 2022.

Even if the Joining date changes, from what is mentioned in the Lol, still get the Lol signed and share it.

Looking forward to a long lasting relationship.

Regards,

Gulistaan Ragina

Campus Lead - JSW Group

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Graduate Engineer Trainee - Lol.pdf

122K

Fwd: MIT-WPU,Pune: Tata Elxsi selections

1 message

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

Wed, May 11, 2022 at 3:43 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Wed, 11 May 2022, 15:41
Subject: Fwd: MIT-WPU Pune: Tata Elxsi selections
To: Vikas Singh <vssingh@mitaoe.ac.in>

Tata Elxsi has already shared offer letters with all the selected students. Please collect the same from students.
Forwarding herewith the communication received from the company for records.

Regards,

Anil Kumar Pacha
Training & Placement

On Mon, May 2, 2022 at 10:34 PM PRABAHARABALAN G <prabaharabalan@tataelxsi.co.in> wrote:

Hi Mr. Jitendra Gadhvi,

Greeting from TATA Elxsi !!!

We are pleased to inform that the below mentioned candidate/s from your institute has/have selected by TATA Elxsi.

Kindly hold them from further placement activities at your institution and we look forward to onboard them on Jun/Jul/Aug/Sep 2022 (Based on their Degree completion). Individual detailed offer letters has been shared with respective student directly.

Note :

- If offer letter not received share the valid mail ID of student on or before **6th May 22**.
- Ask students to acknowledge the offer confirmation mail ASAP (Accepted / Not accepted) (To be submit signed copy of offer letter during DOJ).
- Cross check the offered students highest qualification and update if any correction / change.
- Let us know degree completion date well advanced. Need to re-align the DOJ accordingly.

Institute Name	Candidate Name	Contact Number	Email ID	Degree Name	Specialization	Job Grade	Designation
MIT World Peace University, Pune	Akanksha Mohankumar Dhawale	7378571882	amdhawale@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
MIT World Peace University, Pune	Akhilesh Manil Moorthy	9920045065	akhileshmoorthy2010@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anand Balaji Bharti	7066674440	abbharti@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
MIT World Peace University, Pune	Aneesh Pattamatta	8800011730	aneeshpattamatta2910@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Ansh Joshi	7746075159	anshoshi7746@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anushka Satish Damke	7722064224	anushkadamke2000@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Chirag Kishor Kamani	8956766405	ckkamani@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
MIT World Peace University, Pune	Diksha Rajesh Kudale	9689985795	kudalediksha@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Harsha vardhan reddy	8500050135	r.harshavardhan3107@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Himanshu Kishor More	9370935439	hkmore@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	MD Sharique khurshid	7903475459	sharique0109@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Mohit Vasant Patil	7798723445	patilmohit74@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Nagnath Suryaji More	7741876697	nsmore@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	Prateek S Suryawanshi	9881868350	psuryawanshi@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	Priyansh Jain	9009901020	priyanshjaincr7@icloud.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Purbajyoti Baruah	7002677694	imazikol@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Rushikesh Chandrakant Kothawade	7666232435	rushikeshkothawade082@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Rutuja Rohidas Shinde	7558339244	rutujashinde21f@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Shrikrishna Namdeo	NA	shrikrishnanamdeo9@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Shrirang Manish Zavar	9130699203	shrirangzavar01@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Shubham Balaji Rengunthwar	7218652755	sbregunthwar@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	Tejas Arun Sonkule	8381046320	tasonkule@mitaoe.ac.in	B.Tech.	Information Technology	D	Engineer
MIT World Peace University, Pune	Vivek Gupta	8808423046	vivekgupta@mitaoe.ac.in	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anish Uday Nagarsenker	7972887516	anishnagarsenker@gmail.com	MTech	E&Tc-Vlsi & Embedded Systems	E	Sr Engineer
MIT World Peace University, Pune	Shalini Avinashbhai Naik	9727845767	shailynaik24@gmail.com	MTech	Computer- Data Science and Analytics (DSA)	E	Sr Engineer

Thank you for providing all the support to our team during campus recruitment process. Looking forward to visiting your institute again.

Feel free to contact any clarification !!!

With Regards,
G.Prabaharabalan

Senior Specialist
Automotive Business Unit | Embedded Product Design

[TATA ELXSI](#)

Neyyar Building, Technopark, Trivandrum 695581 India
www.tataelxsi.com

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Fwd: MIT-WPU,Pune: Tata Elxsi selections

1 message

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

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MIT World Peace University, Pune	Diksha Rajesh Kudale	9689985795	kudalediksha@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Harsha vardhan reddy	8500050135	r.harshavardhan3107@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Himanshu Kishor More	9370935439	hkmore@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	MD Sharique khurshid	7903475459	sharique0109@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Mohit Vasant Patil	7798723445	patilmohit74@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Nagnath Suryaji More	7741876697	nsmore@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	Prateek S Suryawanshi	9881868350	psuryawanshi@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
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Wed, May 11, 2022 at 3:43 PM

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MIT World Peace University, Pune	Akhilesh Manil Moorthy	9920045065	akhileshmoorthy2010@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anand Balaji Bharti	7066674440	abbharti@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
MIT World Peace University, Pune	Aneesh Pattamatta	8800011730	aneeshpattamatta2910@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Ansh Joshi	7746075159	anshoshi7746@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anushka Satish Damke	7722064224	anushkadamke2000@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Chirag Kishor Kamani	8956766405	ckkamani@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
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Hi **Shubham**,

Congratulations on your selection at Tata Elxsi!

Please submit below documents for completion of your joining process.

- a. Relieving letter(s) & Experience Certificate(s) from all your previous Organisations covering your entire experience.
- b. Your salary certificate / payslips (Latest 3 months Pay Slips from your immediate previous employer).
- c. Certificates of 10th & 12th Classes.
- d. Graduation Certificate & Marks Sheets.
- e. Post Graduation Certificate & Mark Sheets (If applicable).
- f. Passport Details (Number, Date, Place of Issue and Validity) with copy of first four and last two pages. Please get the self-attested copies of first four and last two pages of pass port.
- g. Last Employer's PF Membership No. (If applicable).
- h. Passport Size Photograph (White Background).
- i. Copies of Pan Card, self attested.
- j. Copies of Aadhar Card, self attested.

The offer should be signed (at the end of every page) and shared back to us.

Joining process will start by 9:00 AM on your joining date.

Note: Joining formalities will not be carried out if any of the mandatory documents is not submitted. Joining formalities will be done on the day when all the required documents are brought by you.

Looking forward to your joining the TATA ELXSI FAMILY!

for **Tata Elxsi Limited**,

Rajagopalan S.

Head - Human Resources

TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN: TAT511DKA1082PLC009058)



Annexure 1

Annexure to: **Shubham Balaji Rengunthwar**

Appointment Letter Dated: **02 May 2022**

Name	Shubham Balaji Rengunthwar
Level	D
Designation	Engineer
Location	Pune

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	26,562

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

Annual Gross Salary	3,50,011
----------------------------	-----------------

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

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Anil Kumar Pacha
Training & Placement

On Mon, May 2, 2022 at 10:34 PM PRABAHARABALAN G <prabaharabalan@tataelxsi.co.in> wrote:

Hi Mr. Jitendra Gadhvi,

Greeting from TATA Elxsi !!!

We are pleased to inform that the below mentioned candidate/s from your institute has/have selected by TATA Elxsi.

Kindly hold them from further placement activities at your institution and we look forward to onboard them on Jun/Jul/Aug/Sep 2022 (Based on their Degree completion). Individual detailed offer letters has been shared with respective student directly.

Note :

- If offer letter not received share the valid mail ID of student on or before 6th May 22.
- Ask students to acknowledge the offer confirmation mail ASAP (Accepted / Not accepted) (To be submit signed copy of offer letter during DOJ).
- Cross check the offered students highest qualification and update if any correction / change.
- Let us know degree completion date well advanced. Need to re-align the DOJ accordingly.

Institute Name	Candidate Name	Contact Number	Email ID	Degree Name	Specialization	Job Grade	Designation
MIT World Peace University, Pune	Akanksha Mohankumar Dhawale	7378571882	amdhawale@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
MIT World Peace University, Pune	Akhilesh Manil Moorthy	9920045065	akhileshmoorthy2010@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anand Balaji Bharti	7066674440	abbharti@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
MIT World Peace University, Pune	Aneesh Pattamatta	8800011730	aneeshpattamatta2910@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Ansh Joshi	7746075159	anshoshi7746@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anushka Satish Damke	7722064224	anushkadamke2000@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Chirag Kishor Kamani	8956766405	ckkamani@mitaoe.ac.in	B.Tech.	Electronics Engineering	D	Engineer
MIT World Peace University, Pune	Diksha Rajesh Kudale	9689985795	kudalediksha@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Harsha vardhan reddy	8500050135	r.harshavardhan3107@gmail.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Himanshu Kishor More	9370935439	hkmore@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	MD Sharique khurshid	7903475459	sharique0109@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Mohit Vasant Patil	7798723445	patilmohit74@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Nagnath Suryaji More	7741876697	nsmore@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	Prateek S Suryawanshi	9881868350	psuryawanshi@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	Priyansh Jain	9009901020	priyanshjaincr7@icloud.com	B.Tech.	Electronics and Communication Engineering	D	Engineer
MIT World Peace University, Pune	Purbajyoti Baruah	7002677694	imazikol@gmail.com	B.Tech.	Electrical Engineering	D	Engineer
MIT World Peace University, Pune	Rushikesh Chandrakant Kothawade	7666232435	rushikeshkothawade082@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Rutuja Rohidas Shinde	7558339244	rutujashinde21f@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Shrikrishna Namdeo	NA	shrikrishnanamdeo9@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Shrirang Manish Zavar	9130699203	shrirangzavar01@gmail.com	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Shubham Balaji Rengunthwar	7218652755	sbregunthwar@mitaoe.ac.in	B.Tech.	Electronics and Telecommunication Engineering	D	Engineer
MIT World Peace University, Pune	Tejas Arun Sonkule	8381046320	tasonkule@mitaoe.ac.in	B.Tech.	Information Technology	D	Engineer
MIT World Peace University, Pune	Vivek Gupta	8808423046	vivekgupta@mitaoe.ac.in	B.Tech.	Computer Science and Engineering	D	Engineer
MIT World Peace University, Pune	Anish Uday Nagarsenker	7972887516	anishnagarsenker@gmail.com	MTech	E&Tc-Vlsi & Embedded Systems	E	Sr Engineer
MIT World Peace University, Pune	Shalini Avinashbhai Naik	9727845767	shailynaik24@gmail.com	MTech	Computer- Data Science and Analytics (DSA)	E	Sr Engineer

Thank you for providing all the support to our team during campus recruitment process. Looking forward to visiting your institute again.

Feel free to contact any clarification !!!

With Regards,
G.Prabaharabalan

Senior Specialist
Automotive Business Unit | Embedded Product Design

[TATA ELXSI](#)

Neyyar Building, Technopark, Trivandrum 695581 India
www.tataelxsi.com

Disclaimer: This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient of this message, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited. Email transmission cannot be guaranteed to be secure or error-free, as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender, therefore, does not accept liability for any errors, omissions or contaminations in the contents of this message which might have occurred as a result of email transmission. If verification is required, please request for a hard-copy version.

Fwd: LTTS Interview Shortlist

1 message

Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Wed, May 11, 2022 at 10:43 AM

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

From: Anis S. <S.Anis@ltts.com>

Date: Fri, Apr 29, 2022 at 12:14 PM

Subject: LTTS Interview Shortlist

To: gangadhar.phad@mitaoe.ac.in <gangadhar.phad@mitaoe.ac.in>

Dear Placement Officer,

Please find the list of shortlisted students from the HR round, request you to block these students

Name	Year of Passing	Gender	Date of Birth	Mobile	Email
Shruti Bramha Jadhav	2022	Female	13-Aug-98	+91 8108693453	sbjadhav@mitaoe.ac.in
Anirudha Anandrao Deshmukh	2022	Male	01-10-2000	+91 8698420147	anirudhadeshmukh54@gmail.com
Akanksha Mohankumar Dhawale	2022	Female	13-11-2000	+91 7378571882	amdhawale@mitaoe.ac.in
Siddesh Anil Gawande	2022	Male	19-Jun-00	+91 8999090583	sagawande@mitaoe.ac.in
Anand Balaji Bharti	2022	Male	05-Aug-98	+91 7448243619	abbharti@mitaoe.ac.in
Rohit Dilip Chavan	2021	Male	06-May-98	+91 8390723273	rdchavan@mitaoe.ac.in
Shweta Chandrakant Dolas	2021	Female	09-Jan-98	+91 7057581954	scdolas@mitaoe.ac.in

Regards,

Anis S

University Relations

L&T TECHNOLOGY SERVICES LIMITED,

Bldg. No.1, L&T Infotech Building, Mind Space, Airoli

Navi Mumbai – 400708.

L&T Technology Services Ltdwww.LTTS.com

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May 06, 2022

Strictly Confidential

Letter of Appointment

Dear **Rutvik**,

FYNDNA TechCorp Private Limited has been set up to bring a paradigm change and help financial institutions increase customer engagement and profitability through a cloud-native, digitally-enabled, versatile technology platform. We intend to provide an enabling environment to foster entrepreneurship, empower and nurture talent to develop solutions that delight customers. We will have an open and participatory culture that allows an individual to grow both personally and professionally.

We thank you for your time to discuss a career opportunity with us.

We are delighted to offer you an appointment in FYNDNA TechCorp Private Limited. A formal employment contract is being prepared and you will be expected to sign that after you join the company.

We are confident that you will create substantial value to yourself and the organisation through this engagement.

Employment:

Your employment shall commence on the **date of your joining**,
Your employment with the company shall be till you attain the age of superannuation at the age of 60.

Position:

Developer.

Compensation:

Your annual compensation (CTC - all inclusive) will be **Rs.8,00,000 /- (Rupees Eight Lacs Only)**.
Details of your entitlements and salary are as per Annexure I.

Please treat the terms of your employment, salary etc as confidential and to be discussed only with your Functional Head and the Human Resources Department.

Aggregate Percentage, Background Verification & Academic Requirements.

1. At the time of joining the company on a mutually agreed date, student applicants should have appeared for their full-time graduation/post-graduation final year exams as applicable.
2. The appointment offer will continue to be valid subject to announcement of results in this calendar year and applicants scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of the Graduation examination which includes successful completion of the final semester/year without any pending arrears/backlogs.
3. The marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. As communicated through various forums during the recruitment process, the appointment is subject to completion of the course within the stipulated time as specified by the University/Institute and as per shared FYNDNA selection guidelines. It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics.

FYNDNA TechCorp Pvt. Ltd.

Registered Office: 2nd Floor, Waheeda, 19 Nargis Dutt Road, Pali Hill, Bandra West, Mumbai 400 050
Mumbai Office: Solitaire Corporate Park, S14, 2nd Floor, Guru Hargovindji Road, Chakala, Andheri (East), Mumbai – 400093
Telephone: +91 22 66117999

CIN U72900MH2021PTC355434



4. It is mandatory to have passed in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations. It is mandatory to declare the gaps/arrears/backlogs, if any, during your pre-graduation academics.

5. This appointment is also subject to a satisfactory background check verification. The management reserves the right to withdraw/revoke the offer/appointment at anytime at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

You are requested to sign the copy of this Letter with the Annexure conveying your acceptance of the offer **within 7 days**.

We welcome you to FYNDNA TechCorp Private Limited and wish you a rewarding and successful career.

Regards,
For **FYNDNA TechCorp Private Limited**

eSign

Signed by: Colathur Narayanan
Ram
Reason: Appointment Letter
FYNDNA
Location: Mumbai, India
Date: 06-May-2022 (10:20 PM)

C.N. Ram
Managing Director & CEO

FYNDNA TechCorp Pvt. Ltd.

Registered Office: 2nd Floor, Waheeda, 19 Nargis Dutt Road, Pali Hill, Bandra West, Mumbai 400 050
Mumbai Office: Solitaire Corporate Park, S14, 2nd Floor, Guru Hargovindji Road, Chakala, Andheri (East), Mumbai – 400093
Telephone: +91 22 66117999

CIN U72900MH2021PTC355434



ANNEXURE I

Name	Rutvik Santaji Jadhav	Salary details - Annual CTC
Position:	Developer	
"A" Fixed		
Basic		3,20,000
HRA		1,60,000
Special Allowance		2,51,208
"A" Sub total Fixed / Gross Salary		7,31,208
"B" Retirals		
Provident Fund (Employers Contribution)		38,400
Gratuity (@4.81% of Basic)		15,392
"B" Sub total Retiral Benefits		53,792
Medical Insurance Premium*		15,000
Total Cost to Company [A]+[B]+[C]		8,00,000
Income Tax*	Appropriate Income Tax would be deducted in the payroll every month	
Mediclaim Coverage*	<ul style="list-style-type: none">Employee, Spouse and upto 2 children will be covered under the companies Group Mediclaim policy for a sum insured of Rs.7 lakhs from the date of joining. The applicable premium is included as part of your CTC.The parental coverage is voluntary. Employees have an option to cover their parents (upto a age of max 80 years) on premium payment by self basis and will be recovered from employee. The parental coverage floater [both parents] is a sum insured of Rs. 3 lakhs.	

eSign

Signed by: Colathur Narayanan
Ram
Reason: Appointment Letter
FYNDNA
Location: Mumbai, India
Date: 06-May-2022 (10:20 PM)

FYNDNA TechCorp Pvt. Ltd.

Registered Office: 2nd Floor, Waheeda, 19 Nargis Dutt Road, Pali Hill, Bandra West, Mumbai 400 050
Mumbai Office: Solitaire Corporate Park, S14, 2nd Floor, Guru Hargovindji Road, Chakala, Andheri (East), Mumbai – 400093
Telephone: +91 22 66117999

CIN U72900MH2021PTC355434

Internship selected with placement for Unity Gauge.

Pramod Dastoorkar Head Corporate Relation - MITAOE

Mon, Jan 10, 2022 at 8:58

<dastoorkarpp@mitaoe.ac.in>

PM

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

Cc: Vikas Singh <vssingh@admin.maepune.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, "Mr. Prafulla Hatte" <dean.smce@mitaoe.ac.in>

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

From: **Aaradhana** <aaradhana@unitygroup.co.in>

Date: Mon, 10 Jan 2022, 8:41 pm

Subject: Re: Student response sheet for Unity Gauge

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

Cc: Sagar Mushan <sgmushan@mitaoe.ac.in>

Hello sir,

We are pleased to inform that **Shubham kadam** and **Satyam Fulzele** have been selected for internship with immediate joining.

Thank you for your cooperation!

Thanks,
Aaradhana

On Jan 5, 2022 7:26 AM, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in> wrote:

Sagar sir ,

Resend all cvs to aradhana madam plz

On Tue, 4 Jan 2022, 3:32 pm Sagar Mushan, <sgmushan@mitaoe.ac.in> wrote:
already done

On Tue, Jan 4, 2022 at 3:10 PM Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in> wrote:

Dear Sagar sir,

Kindly Make one student co-ordinator, zip all cvs and kindly Resend to Ms Anuradha

ASAP Please

Pramod P. Dastoorkar,

Head Corporate Relations,

Asst Professor- (Mech), ME Design,

MIT Academy of Engineering , Alandi ,Pune - 412105

Ex - Vice Chairman, Federation Of TPO (2013-2019) Pune.

<http://bit.ly/Dastoorkar>

On Tue, Jan 4, 2022 at 2:55 PM Aaradhana <aaradhana@unitygroup.co.in> wrote:

Hello Sir,

Pls inform all students to grant access to their cvs. Or else send me pdfs directly that will be better instead of link.

Thanks,

Aaradhana

From: Pramod Dastoorkar Head Corporate Relation - MITAOE [mailto:dastoorkarpp@mitaoe.ac.in]
Sent: 03 January 2022 01:59 PM
To: Aaradhana
Cc: Sagar Mushan
Subject: Fwd: Student response sheet for Unity Gauge

Ms Aaradhana ,

Please find attached the List of interested students.

Kindly Send Mail to them and invite Cvs and Process it Fast .

Prof Sagar Mushan is the SPOC from Mech Dept.

Warm Regards,

Pramod P. Dastoorkar,
Head Corporate Relations,

Asst Professor- (Mech), ME Design,

MIT Academy of Engineering , Alandi ,Pune - 412105

Ex - Vice Chairman, Federation Of TPO (2013-2019) Pune.
<http://bit.ly/Dastoorkar>

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

From: **Sagar Mushan** <sgmushan@mitaoe.ac.in>
Date: Mon, Jan 3, 2022 at 1:02 PM
Subject: Student response sheet for Unity Gauge
To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

PFA

Regards,

Sagar G. Mushan

Assistant Professor,

Corporate Relation Coordinator,

Mechanical Dept., MITAOE

Regards,
Sagar G. Mushan
Assistant Professor,
Corporate Relation Coordinator,
Mechanical Dept., MITAOE



APPDIRECT INDIA PRIVATE LIMITED

CIN U72900PN2016FTC183763
Registered office: Wing B, Level 6, Tower 12,
Cybercity, Magarpatta City, Hadapsar,
Pune, Maharashtra, India - 411013

May 12, 2022

Sagar Prakash

Pune, Maharashtra, India

Dear Sagar Prakash

1. AppDirect India Private Limited ("**AppDirect**" or the "**Company**") is pleased to offer you the following position:
Position: Associate Software Development Engineer
Department: Engineering
Should you accept this offer; you will become an employee of AppDirect.
2. You will be responsible for the duties and responsibilities that are reasonable and consistent with your position as may be assigned to you from time to time by AppDirect.
3. You will work out of AppDirect's office located at Pune, Maharashtra and may be required to travel from time to time. Your anticipated start date is **(dd/mm/yy).20/06/2022**
4. If you decide to join AppDirect, you will receive the compensation and benefits set forth in Exhibit A. You should note that AppDirect reserves the right to modify your job title, salary and benefits from time to time.
5. Your employment with AppDirect shall not be for any fixed/specified period. A 6 (six) month probationary period will apply to your role and your appointment is subject to the satisfactory completion of this period. During this period either you or AppDirect can terminate your employment, for any reason, or for no reason, by giving thirty (30) days prior written notice. Upon completion of the probationary period, either you or AppDirect can terminate your employment, for any reason, or for no reason, by giving two (2) months prior written notice. In each case, AppDirect shall have the right to terminate your appointment by paying you salary in *lieu* of such notice.
6. Your appointment is contingent upon satisfactory reference and background checks including verification of your application materials, education, criminal history and employment history. Your employment is also contingent upon your ability to work for AppDirect without restrictions (i.e., you do not have any non-compete obligations or other restrictive clauses with any previous employer). Moreover, you agree that, during the term of your employment with AppDirect, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which AppDirect is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to AppDirect.
7. As a condition of your employment, you are also required to sign and comply with an Employment Agreement ("**Employment Agreement**"), which includes, among others, your other duties/obligations towards AppDirect. A copy of the Employment Agreement will be sent to you for your signature once AppDirect receives a signed copy of this letter from you. Thereafter, AppDirect must receive the signed



May 12, 2022

Confidential

Name: Mr. Avinash Sunil Jadhav
Address: Pishor Road, Near BSNL Office
Chhajed Nagar, Kannad, Aurangabad
Maharashtra, 431103

Dear Avinash,

Sub: Letter of Appointment at Dtwelve Spaces Pvt. Ltd.

Congratulations on becoming a part of the Stanza Living family!

We are pleased to share that you've been appointed to the position of **Site Engineer (City Ops, Projects and SCM)** at **Dtwelve Spaces Pvt. Ltd. (Stanza Living)** and we look forward to having you on board, starting **May 26, 2022**. You shall be a part of the **City Service Delivery** in **Service Delivery** based out of **Ahmedabad** initially, and have the chance to work with an energetic team of talented individuals. We believe your role is one of the foundation stones for our collective growth and we encourage you to avail every opportunity for your learning and development – of which we are sure, will be many.

Please note, your appointment shall be governed by the terms and conditions of this Agreement, so you are requested to familiarize yourself with it.

1) Compensation

Please refer **Annexure - I (Compensation Breakup)** for a detailed Compensation Structure.

2) Band

The company complies with the standard band framework, aimed at helping you clearly visualize your career path with the organization. Your band represents the level you are placed within the organization and the salary range that you draw as compensation. Each Band is tailored to each specific function/department and high performers will have the opportunity to achieve fast-track growth, progressing through multiple bands within a short time frame. You will fall under the Band "2".

3) Probation Period

You will be on probation for an initial period of **180 Days** from the date of your joining. Thereafter, your employment may be confirmed, or probation period may be extended by the Management in its sole discretion. Non-communication of extension of probation, within 10 working days from the expiration of **180 Days**, shall be deemed as confirmation of your employment, to be governed by the terms herein. During the period of probation, either party is liable to terminate the services by giving notice of such intent for a period of **30 Days** or pay proportionate Basic salary (excluding variable) in lieu of any short notice to the Company. The Company has the sole discretion to decide your last working day in lieu of due compensation. Further in case of non-satisfactory performance during the probation period, the Company reserves the right to terminate your employment wherein the company shall have the right to waive off the Notice period.

4) Professional Commitment

All employees are required to comply with Company policies, which shall be communicated to you upon your joining of the Company. These include those related to employee discipline, code of conduct, non-discrimination, sexual harassment, confidentiality and non-disclosure, board memberships, etc. Such Company policies shall be available with the Human Resource team, and you are expected to read, understand and keep yourself apprised of the same inclusive of the changes/amendments made from time to time.

5) Conflict of Interest

- a. During your employment, you will not engage in any activity or investment that
 - i. conflicts with the Company's business interests,
 - ii. occupies your attention thus interfering with the proper and efficient performance of your duties for the Company, or

- iii. interferes with the independent exercise of your judgment in the Company's best interests
- b. You will devote your entire time to the work of the Company and will not undertake any direct indirect (including as employee, independent contractor, consultant, principal, agent, director, joint venture, partner, trustee, beneficiary) business, or work that is honorary or remuneratory in nature except with the written permission of the Management in each case.

6) Non-Solicitation of Clients and Employees/ Non-compete

- a. During your employment and for a period of 12 months from the cessation of your appointment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause or in breach of the Employment Agreement), you will not solicit, induce or encourage
 - i. any employee of the Company to terminate their employment with the Company or to accept employment with any, supplier, partner, vendor, agent, consultant or any customer with whom you have a connection due to your work in this company.
 - ii. any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. any existing employee to become associated with or perform services of any type for any third party on permanent or freelance basis.
- b. You agree that you will not at any time during your employment with the Company and the Restraint Period i.e., the period of 12 months from the date of termination of your employment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause or in breach of the Employment Agreement):
 - i. either individually or through any Company controlled by you and either on your own behalf or on behalf of any person, directly or indirectly, canvass, solicit or endeavour to entice away from the Company any client or customer(s) of the Company, or any person(s), who at any time during your employment, are the clients or customers of the Company, or were in the habit of dealing with the Company.
 - ii. either individually or through any Company controlled by you and either on your behalf or on behalf of any other person, directly or indirectly solicit for employment, or endeavour to employ or to retain as an independent contractor or agent, any person who is an employee of the Company as of the date of termination of your employment or was an employee of the Company at any time during 12 months prior to the termination of your employment.
 - iii. Counsel, or otherwise assist any person to do any of the acts referred to in paragraphs (i) and (ii) of this clause
- c. You agree and undertake that you shall not accept, continue or engage in, whether directly or indirectly, through being on rolls of or as a consultant and / or third party outsourced and/or in-sourced and whether on a part time or full time basis, any job, profession, business, service or vocation of any kind whatsoever, which is in direct or indirect competition with the Company, whether individually or in a Company, firm, sole proprietorship or other entity, for a period of 12 months from the termination of employment with the Company
- d. You agree that the restrictions set out above are reasonable and valid and all defenses to the strict enforcement of this covenant by the Company are waived by you.

7) Intellectual Property Rights

- a. Any and all copyrightable works prepared by you within the scope of your employment by the Company will be works made for hire wherein the Company will own all Intellectual Property Rights to such works, and that the Company will be considered the author of all such works. If and to the extent that any jurisdiction should fail to deem any Intellectual Property Rights for the work prepared by you within the scope of your employment by the Company to be a work made for hire owned by the Company, you hereby irrevocably assign to the Company all rights, title and interest in and to such work.
- b. You will promptly and fully disclose to the Company any and all inventions, discoveries, designs, developments, improvements and trade secrets, whether or not patentable (collectively "Inventions") that you solely or jointly may conceive, develop, reduce to practice or otherwise produce during your employment with the Company. Subject to the 'Notice' below, you agree to grant and you hereby grant, transfer and assign to the Company all your rights, title and interest in and to such Inventions. You waive and quit claim to the Company any and all claims of any nature whatsoever that you now or hereafter may have for infringement of any patent application, patent, or other intellectual property right relating to any Inventions so assigned to the Company.
- c. It is pertinent to mention here that your obligation to assign rights shall not apply to any Invention that:
 - Was developed entirely on your own time without using any equipment, supplies, facilities, or trade secret information of the Company

- Does not relate
- Directly to the business of the Company or,
- To the actual or demonstrably anticipated research or development of the Company; and
- Does not result from any work performed by you for the Company

- d. You will assign and do hereby assign to the Company or its designee all your rights, title and interest in and to any and all Inventions full title to which may be required to lie in the India government by law or by any contract between the Company and the Indian government or any of its agencies. The Company is not required to designate you as an author of any design, computer program or related documentation, or other work of authorship assigned, nor to seek your consent for any modifications here to or for any other acts in relation thereto. You hereby waive any and all moral right and special right to authorship, including but not limited to, any rights to identification of or claiming authorship of the aforementioned works of authorship, and all rights of approval of or limitations or modifications to the same and all rights to restrain or claim damages in respect of any distortion, mutilation, modification or other acts in relation to the aforementioned work of authorship.
- e. You must list and describe all Inventions that you are currently developing, and all Inventions belonging to you and made by you prior to your employment with the Company that you wish to have excluded from this Agreement. In case no such list is provided, you represent that there are no such Inventions. As to any Invention in which you have an interest at any time prior to or during your employment, if you use or incorporate such an Invention in any released or unreleased Company product, service, program, process, machine, development or work in progress, or if you permit the Company to use or incorporate such an Invention, the Company is hereby granted and shall have an irrevocable, perpetual, royalty-free, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, use and sell that Invention without restriction and the right to sublicense those rights to others. This license shall be exclusive, subject to any pre-existing non-exclusive licenses or other pre-existing rights not subject to your control.
- f. You agree to execute, acknowledge, verify and deliver to the Company, or cause the same to be accomplished, any and all further documents (including without limitation patent applications, certificates of authorship, and other instruments appropriate for the protection and enforcement of intellectual property rights throughout the world) that the Company may reasonably deem necessary or appropriate to carry out, evidence or effectuate the purposes or intent of this Agreement. If for any reason whatsoever you fail to execute, acknowledge, verify or deliver any such document reasonably requested by the Company, you hereby irrevocably appoint the Company and its duly authorized officers and agents as your agent and attorney in fact, to act in your stead to execute, acknowledge, verify and deliver any such document (as applicable) with the same legal force and effect as if done by you. In furtherance of this Agreement, you will testify at the Company's request and expense in any legal proceeding arising during or after your employment.

8) Leave Entitlement

Your leave entitlement shall be as per the policy(ies) of the Company formulated from time to time. Absence for a continuous period of seven days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Management communicates in writing to the contrary.

9) Working Days

The Company works on a 24*7 environment and hence you may have rotational shifts depending on your role.

10) Relocation

The Management may transfer you for work at any of the Company's or its affiliates' offices, existing or to be opened in future, at their discretion as they may consider necessary from time to time

11) Role & Responsibility

The Management may change your role & responsibility for work, at its discretion depending upon your qualification and your ability to the work entrusted upon you, as it may consider necessary from time to time.

12) Notice Period

- a. Your employment / services will be governed by Company's rules and regulations applicable from time to time. The Company reserves the right to terminate your employment with a notice of **30 Days** or by paying proportionate Basic salary (excluding variable) in lieu of any short notice.
- b. Your employment /Services can be terminated without notice in the event of misconduct which includes but not limited to non- adherence to Code of Conduct, Employee Discipline, committing a criminal offence, theft, fraud, embezzlement,

intoxication, violence, sexual harassment, damage to the Company's reputation etc.

- c. If you wish to terminate your employment with the Company, you shall be required to serve minimum of 30 **Days'** notice or pay proportionate Basic salary (excluding variable) in lieu of any short notice to the Company. The Company shall have the sole discretion to decide your last working day wherein the company shall compensate you in respect of the extension of the notice period Whereas any waiver of the notice period shall create no liability of payment on the company for the period not served.
- d. On termination of employment you shall immediately:
 - i. Deliver to the Company or as may be directed, all Confidential Information; and
 - ii. Return to the Company all equipment, security keys, and other property belonging to the Company.
- e. The Company management reserves its right to place you under suspension in case any act of commission or omission constituting misconduct or misdemeanor, any act subverting discipline or good working practices or detrimental to the reputation or goodwill of the Company or prejudicial to the business, interests of the Company, etc., is alleged against you or is committed by you. In case of suspension you will be bound by the terms and conditions as contained in the letter of suspension including direction to mark your attendance at the directed place at the allotted time. During the suspension period you would be entitled to the subsistence allowance at the rate of 50% of the monthly basic, if otherwise not governed or regulated by any other applicable legal provision.

13) Confidentiality & Non-Disclosure

- a. During your employment you will have access to confidential information relating to Company, shareholder, related and affiliated entities and client (collectively "Confidential Information"). Confidential Information shall include any information concerning or relating to the Company or the business of the Company, including trade secrets, secret formulae, computer hardware and software programs and designs, databases, trading information regarding the Company, its shareholders and related and affiliated entities and clients of the Company, specifications, financial and accounting information, customer and supplier names, correspondence, negotiations and / or contracts with customers and suppliers, market research, performance data and marketing strategies, research and development plans and expenditure, research databases and other information or material that the Company in the future may indicate as confidential, or which may be apparently.
- b. During your employment and always thereafter, you will neither disclose to anyone outside the Company nor use for any purpose other than your work for the Company any confidential or proprietary information or trade secrets of the Company or any information received by the Company from others that the recipient is obligated to treat as confidential or proprietary
- c. You will not disclose confidential or proprietary information or trade secrets to other Company employees except on a "need-to-know" basis. All data and information in whatever form, tangible or intangible, that is not generally known to the public and that relates to the business, technology, practices, products, marketing, sales, services, finances, or legal affairs of the Company or any third party doing business with or providing information to the Company, including without limitation information about actual or prospective customers, suppliers and business partners; non-public information about employees, such as contact information, job duties or descriptions, compensation and performance; business, sales, marketing, technical, financial and legal plans, proposals and projections; and concepts, techniques, processes, methods, systems, designs, pictures, programs, code, formulas, research, technologies, features of technologies, experimental work and work in progress
- d. If you have any questions as to what comprises such confidential or proprietary information or trade secrets, or to whom if anyone it may be disclosed, you will consult your manager immediately.

14) Company Property

- a. You will be responsible for the safekeeping and return in good condition and order of all the property of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, the Company will have the right to assess on its own basis and recover the damages of all such material from you and to take such action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- b. You acknowledge and agree that you will have no ownership or privacy interest in materials, data or information stored on or transmitted using the Company owned or the Company leased property or equipment, all of which shall be subject to access by the Company at any time without notice. When your employment by the Company ends, you will immediately return to the Company all documents, notes, manuals, specifications, designs, pictures, devices, code, email, documents, diskettes, CDs and tapes created during or related to your employment with the Company, as well as

any other material in any form or media containing any confidential or proprietary information or trade secrets. You will also return all keys, access cards, credit cards, identification cards and other property and equipment belonging to the Company

- c. You will be liable to pay damages to the Company for the loss caused by you directly or indirectly in addition to other legal remedies, which may be required for violating any of the provisions of this letter and for which the Courts of Delhi, India will have Jurisdiction.

15) General

- a. You shall be governed by the rules, regulations and other Company policy (ies) including without limitation the Policy on prevention of Sexual harassment of woman at workplace and Employees Handbook as applicable, enforced, amended or altered from time to time during the course of your employment (the "Company Policy"). As we belong to a dynamic and evolving industry, future growth and expansion of the company entails that reporting relationships are liable to change in the future.
- b. You will be governed by the Service Rules & Regulations including the conduct, discipline and appeal rules, administrative orders and any such other rules / orders of the Company as applicable, enforced, amended or altered from time to time as per the laws governing during your employment and in case of deputation that may be in force from time to time. At all times the Company shall remain your Legal Employer;
- c. You are appointed based on your educational qualification and experience mentioned by you in your application / Personal Information Form and contingent on us receiving a positive reference check from your previous employers. In case the facts mentioned by you in your application and during your interview are found incorrect and unsatisfactory, it will result in termination of your appointment without any notice or salary in lieu thereof;
- d. You will inform in writing to the Company any change of address within a week from the change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served to you;
- e. The designation assigned to you is subject to change depending upon work assignments from time to time and shall remain at the sole discretion of the Company;
- f. During employment with the Company you may be transferred to any of the Groups / Organizations / Offices / Projects / Divisions / Departments / Units of the Company existing or to be set up in any other location in India or abroad. In such case you will be governed by the terms and conditions of service applicable to the new assignment;
- g. You will comply, and do all things that may be necessary for the Company to comply, with the laws and regulations of all the governments under which the Company does business, and with provisions of contracts between any such governments or its contractors and the Company that relate to intellectual property or to the safeguarding of information;
- h. In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a Court of competent jurisdiction in Delhi / New Delhi.
- i. It is mandatory to attend all day training workshop. The company reserve the right to terminate your employment agreement in case you fail to participate in training workshop for a single day. Further, it is mandatory to clear an assessment post training workshop to continue with an employment with Dtwelve Spaces Private Limited.
- j. The terms of this offer detailed above are strictly confidential and should be treated as privileged information between you and the Company.

We look forward to having you over and contribute to our business growth and wish you all the best in your new assignment. Please return us a signed copy of this letter as a token of your acceptance to the above offer on or before **May 26, 2022**. In the meantime, do not hesitate to call us, in case of any questions.

Yours truly,

Dtwelve Spaces Pvt. Ltd.

Received & Accepted



Taradutt Pathak
Vice President – Human Resources

Avinash Sunil Jadhav

Annexure - I (Compensation Breakup)

Name: Avinash Sunil Jadhav
Division: Service Delivery
Band: 2

Designation: Site Engineer
Department: City Service Delivery

Particulars	Monthly Amount (INR)	Annual Amount (INR)
Base Salary	14,583	175,000
HRA	7,292	87,500
Other Allowance	5,492	65,900
Employer Contribution to PF	1,800	21,600
Employer Contribution to ESI	0	0
Total Fixed CTC	29,167	350,000

- The variable performance component, if any, which is a part of your cost to company, shall be declared at the end of the business year for all those employees who have completed one year's service and will be based on Company and your individual performance. The variable pay-out shall solely rest on the achievement of the Business Plan for the fiscal year. The variable policy shall be applicable to only those employees who are active employees and not in the resigned or serving notice period status on the date of the variable pay out. The variable policy of the company is subject to changes.
 - All tax implications arising out of your salary structure shall be borne by you.
 - Your salary is strictly confidential, and you should not disclose it to anyone without prior permission of the Company in writing.
 - ESOPs, if any, shall be based on the company policy. Please contact the Human Capital team for details. The ESOP policy is subject to changes.
- *In addition to the annual total compensation, you will be eligible for following benefits, which will be governed by Company policy:
- The PF amount mentioned is only the employer's contribution. An Equal amount pertaining to employee's contribution shall be deducted from employee's salary, as per statutory guidelines.

Yours Truly,

Dtwelve Spaces Pvt. Ltd.

Received & Accepted



Taradutt Pathak
Vice President – Human Resources

Avinash Sunil Jadhav



TOTAL REWARDS STATEMENT

Private and confidential

Date : May 12, 2022

Dear Keshav Sharma,

Email:krsharma@mitaoe.ac.in | Phone Number: +91 - 9149559122

Congratulations! We are excited to have you onboard and appreciate all the conversations we have had during the course of the selection process. At Quantiphi, we firmly believe in recognizing and appreciating the efforts and contributions of our most important asset, our people. The Total Rewards Package is designed to ensure that as a part of the Q family, we are committed to contribute towards your overall growth, holistic development and co-care. We sincerely hope that it contributes to a great present and an even better future for you, your family and your long term association with Quantiphi.

This detailed statement has been created to give you an insight into your benefits as full time employees at Q and a complete understanding of your compensation package post internship.

Please refer to the page 3 of this document for your TRS w.e.f. from **July 11, 2022** designated as **Intern - Machine Learning Engineer** at our **Mumbai** office.

Regards
Ritesh Patel
Co-founder

Your Total Rewards Packages (INR) - **850,000**



Your Compensation

This represents your total compensation, which includes your fixed and variable pay



Health and Wellness

Initiatives taken by Q to promote health and wellness amongst its employees



Performance Rewards

Incentives linked to your performance and what they mean to you



Learning and Growing with Q

Programmes designed and conducted to promote upskilling, facilitating learning and aiding your career development and growth



Benefits at Q

Unique offerings beyond your compensation structure that you will have access to



Celebrating Life at Q

Q celebrates its employees and their contributions, recognizing the need for rejuvenation and encourage independent thinking

Virtuverse Program

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

1. Details:

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

2. Internship Duration: The internship program is for a duration of **Four months**.

3. Performance Evaluation:

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

4. Compensation during internship:

- i. The remuneration of your internship during your tenure in the company on a cost-to-company basis shall be **Rs. 23,000 per month (Rupees Twenty Three Thousand per month)**
- ii. Over and above the monthly stipend, you shall also be entitled to a one time set up cost of Rs. 2000/- in order to enable you to be infrastructure ready for the virtual training
- iii. You will be eligible for internet reimbursement of Rs. 600/- per month for your internship period.

5. Notice Period during internship:

This Contract is terminable by either party giving one month notice period for no cause. During the period of internship the company can terminate the contract by giving one week notice. At its sole discretion, the Company may consider accepting payment in lieu of notice period not served by an employee. If an employee has any unutilized leaves, adjustment of the same against any shortfall in notice period may also be considered at the Company's sole discretion.

Total Rewards Package (Full Time Employee)

Particulars	Amount	Payable
Fixed Component	(INR) 650,000	Split Monthly (Refer to page 5)
QCDP	(INR) 200,000	Performance based payment in January 2024
TOTAL PACKAGE	(INR) 850,000	Annual

Clauses

- QCDP** - This payout is a way to recognise and reward exemplary performance of high performing and ambitious professionals. The Q-CDP component shall be paid out as per the Q-CDP policy guidelines and shall be refundable in case you decide to leave the organization as per the policy timelines
- Notice Period post Joining** - Your employment is contingent to a successful background/reference check that the Company may conduct at its discretion. For conducting background/reference check by the Company, all the documents listed at **Annexure** must be provided by you by uploading clear and legible copies of all the listed documents on the website of our background verification agency, the link of which will be shared with you on the day of joining or before. Such uploading must be completed by you within one day from your date of joining specified above.

In the event you fail to do so, the Company shall, at its sole discretion:

- Withdraw this Offer Letter,
- Terminate your services without liability in case you have already joined the Company.

This employment is terminable by you after giving advance written notice as follows:

- 2 months if you choose to leave from the date of confirmation as full time employee

At its sole discretion, the Company may consider accepting payment in lieu of notice period not served by an employee. If an employee has any unutilized leaves, adjustment of the same against any shortfall in notice period may also be considered at the Company's sole discretion.

Authorized Signatory
Ritesh Patel
(Co-Founder)

Agreed and Accepted
Keshav Sharma

Your Compensation

Particulars	Ratio	Annual	Monthly	Details
Basic Salary	50% of Total CTC	(INR) 325,000	(INR) 27,083	
HRA	50% of Basic	(INR) 162,500	(INR) 13,542	Tax Saver (Upto 50% in metro and 40% in non metro)
LTA	15% of Basic	(INR) 48,750	(INR) 4,063	Tax Saver (Used twice in 4 year slab)
Vehicle Fuel Reimbursement	Fixed	(INR) 21,600	(INR) 1,800	Tax Saver (2/4 wheeler petrol expenses)
Food Coupon	Fixed	(INR) 26,400	(INR) 2,200	Tax Saver (Upto 2200 per month)
Special Allowances	Balancing amount	(INR) 65,750	(INR) 5,479	Balancing amount
Gross Salary (A)	Fixed	(INR) 650,000	(INR) 54,167	Annual Gross Salary
Employers Contribution to Provident Fund (i)	12% of 15k/Basic as chosen	(INR) 21,600	(INR) 1,800	Statutory
Gratuity (ii)	4.81% of Basic	(INR) 15,636	(INR) 1,303	Statutory
Total Employee Retirement Benefits (B)	Sum of (i) & (ii)	(INR) 37,236	(INR) 3,103	Statutory
Net Salary	(A) - (B)	(INR) 612,764	(INR) 51,064	Annual Net Salary
Employee's Contribution to PF (i)	12% of 15k/Basic as chosen	(INR) 21,600	(INR) 1,800	Statutory
Professional Tax (ii)	Fixed	(INR) 200		Professional Tax Deduction
Total Deductions (i) + (ii)	Calculated	(INR) 24,000	(INR) 2,000	Total Annual Deductions
Total Annual Payout (Indicative)	Net Salary - Total Deductions	(INR) 49,064		Annual Salary Payout

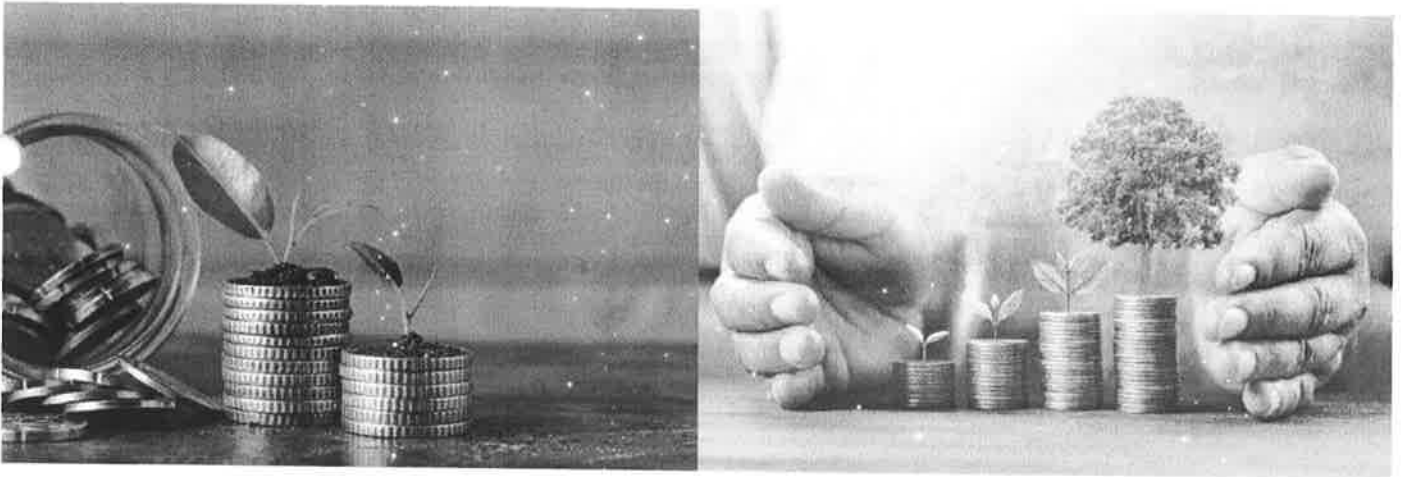
Your employment is **contingent to a successful background/reference check** that the Company may conduct at its discretion. In the event you fail to do so, the Company shall, at its sole discretion:

1. Withdraw this Offer Letter.
2. Terminate your services without liability in case you have already joined the Company.

For conducting background / reference check by the Company, all the documents listed at **Annexure** must be provided by you by uploading clear and legible copies of all the listed documents on the website of our background verification agency, the link of which will be shared with you on the day of joining or before. Such uploading must be completed by you within one day from your date of joining specified above.

Linked Incentives

Meritocracy is the driving force in Quantiphi, along with innovation and constant upskilling are core to our Values. Quantiphi always focuses on and never shies away from appreciating and rewarding outstanding employees and the work that they do. We have various mechanisms to thank our employees for the efforts they put in which helps Q grow and flourish.

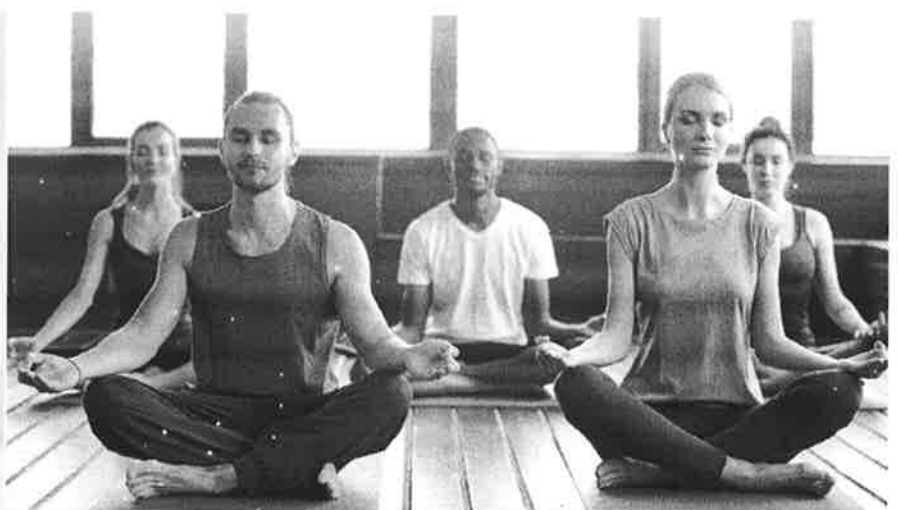
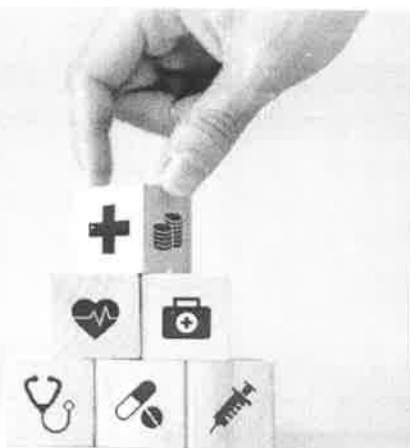


- **Company or Sales Linked incentives** - With growth in the organisation, these options open up after a successful stint in your first appraisals to appreciate your contribution towards the organizations growth story!
- **Retention Bonus and Joining Bonus** - Q appreciates its employees contribution and provides wealth enhancement options for employees
- **Performance Linked Incentive** - Q rewards high performing employees through wealth enhancement options like PLI. All employees have an equal opportunity to earn upto 120% of the PLI
- **ESOPS:** Q appreciates loyalty and offers employees who complete 5, 7 & 10 years in the organization, a unique opportunity to be partners in our accelerated growth journey by offering them special Anniversary Linked Stock Options.
- **QCDP:** Q rewards high performing campus hires through wealth enhancement options like QCDP reward.

Health and Wellness

Quantiphi provides and encourages employees to take care of their physical and mental health and wellness by providing them the following:

- **Employee Wellness Assistance Program** - Easy and non judgemental access to counselling facilities available 24/7*365 days with our partners, Silver Oak. You will have access to a wide range of other services like crisis management services or a specially designed selection of proven programs to learn how to be completely present in the moment and remain calm under stress, relaxation techniques for improved sleep, focused concentration, etc through free access to their Tranquil App.
- **Mediclaim Coverage & Accidental Coverage** - All employees at Q have access to a mediclaim policy for themselves, administered by Care Health. **We provide them a Mediclaim Policy of 5 lacs for employee, spouse and two children and a Group Accidental Policy of 7 lacs. Employee can add their dependent**
- **Sabbatical** - Employees have the option to take personal time off for personal reasons, medical emergencies and also to pursue higher education. Some of the options are paid sabbatical to ensure financial support during the period of sabbatical.
- **Zen Day** - Your team will be entitled to one "Meeting Free Day" every month. Employees will have the liberty to turn down any meetings that might be on your calendar for that particular day only, until and unless absolutely necessary (user discretion advised). You will be able to utilise the day to focus on closing tasks that need your undivided attention.
- **Maternity Leave and Sabbatical** - Female employees can extend their Maternity Leave and avail 3 additional months of partially paid sabbatical leave to spend some more time in their new personal roles as Mothers
- **Paternity Leave and Sabbatical** - Male employees are eligible for 14 days of paternity leave and will be able to extend with 1 month of paid sabbatical applicable in case of Child Care or Patient Care.



Learning and Growing with Q

True believers of the philosophy Learn, Earn and Leap, upskilling and learning is highly appreciated and valued at Quantiphi. Learning and having fun all the way is a collaborative partnership between Quantiphi and its members, and we ensure that our employees get ample opportunities as mentioned below, to grow professionally and personally.



- **Certification (GCP/AWS/Looker and More)** - Employees are encouraged to take up certification courses across skills and business verticals. Q sponsors an employees first attempts on any certification.
- **Q-Learn** - Cross-departmental learning is facilitated through Q-Learn which is a bi-monthly open learning session. These sessions are conducted by employees, for employees and help in spreading knowledge and awareness of technologies being used by various projects across the organisation
- **Quantiphi's Leadership Excellence Acceleration Program** - 6 month development program with vendor partner Jombay to aid first time managers
- **Leadership Development Program** - 6 month development program for Senior Leaders with vendor partner CCL dedicated to create future Leaders
- **Sabbatical for Higher education** - At Q, employees willing to pursue higher education which is inline to Quantiphi business needs are encouraged to take sabbatical leave upto 2 years and interest free loan upto 30% of educational expenses.
- **International Travel Options** - With growing global footprint Quantiphi provides opportunities to its employees to relocate to various locations across the globe.
- **Skill based promotions (Quarterly)** - Q recognises and rewards talent and skill through skill-based promotions that take place every quarter.

Others Benefits at Q



Amping up the experience of being a part of the Q family and important representatives of our culture, we aim to provide our employees with a workplace which has employee friendly policies, innovation conducive work environment and encouraging opportunities for all our employees.

Benefits@Q pave the way for a healthy work-life balance and ensure personal as well as professional growth for our employees. Some of the benefits that our employees have access to are Corporate subscriptions of Ola and Uber facilities for official requirements, Leaves, Employee Loan/Salary Advance Option, Leave Sharing Option, etc

Leaves

Earned Leave: 24 days day of annual leave that can be used by employees based on their need of which 10 days of mandatory vacation leave in a year ensures equal focus on employees wellbeing

Bereavement Leave: In the unfortunate event of the demise of an immediate family member (parents, spouse, sibling, children or parents-in-law), employees are provided 5 working days of paid leave

Parental Leave: Maternity, Paternity, Adoption Leaves which can be taken as per an employees eligibility

- **Financial Wellbeing** - Employee loan option upto 5 lacs available in cases of medical emergencies (extended to family which includes parents, spouse, siblings or children), employees' own marriage or in the case of a home loan
- **Leave Sharing Option** - In case of personal emergencies employees can share their leave with colleagues to support them during difficult times.

Benefits Continued & General Guidelines

We at Quantiphi derive great joy in celebrating the important days and achievements in the lives of our employees. A unique combination of rewards and recognition and birthday leaves help us to do the same. We strive to not only be an integral part of the professional career of our people, but also contribute to the happiness and wellbeing in their personal lives.

- **Birthday Leave** - Official Birthdays are considered as leaves
- **Reward and Recognition** - Quarterly and annual ceremony held to recognise and award employees who have outdone themselves in the specified time period. Our USP is the goodies and the rewards - from LinkedIn recommendation to monetary benefits - our thank you is to you and your family!
- **Flexi holiday calendar** - Every member of the Q family is entitled to two Floating holidays in a year. These 2 days can be chosen from the preexisting list of restricted holidays on ZOHO
- **Covid Care and Virtual Support** - From home healthcare packages, to vaccination drives, peer support groups, home delivery of office gadgets, gifts and sometimes food, internet payout and lot more - Quantiphi believes in building an eco-system that makes working virtually effective and fun!
- **Education Loan Repayment:** Employee loan repayment program (ELRP) is designed to support early/timely repayment of education loan availed by employees from any nationalized bank or financier to meet the expenses associated with their studies.

General Guidelines

1. Professional tax will be deducted monthly, per the prevailing applicable laws
2. Performance linked incentives, if any, shall be paid as per company policy
3. As per the Company appraisal policy, your yearly performance review and appraisal will be held in the month of **(July 2023)**
4. If your Salary is reviewed in less than 12 months, your bonuses (if any) might be paid at the time of such revision. Any such bonus payment shall be pro-rated to the period that you have spent in the company.
5. An employee can avail for the Tax exempting Paytm food wallet amount of Rs. 2,200 per month. This amount if opted would be adjusted with the Special Pay amount from the Fixed Components section
6. You will be further inducted on the performance system on the day of joining

General Guidelines continued

7. Your monthly compensation is subject to deduction of income tax at source (TDS) as per income tax rates as applicable from time to time
8. Gratuity shall be paid as per The Payment of Gratuity Act, 1972
9. Relocation Benefits:
 - a) This amount has no monthly reimbursement cap and is valid for one year from the time of employment
 - b) This will cover expenditure on self and family travel along with food expenses
 - c) The disbursed amount of movement expenses shall remain refundable if the employee resigned within 24 months from his date of joining.

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

1. Your duly accepted resignation letter/relieving letter from the previous employment
2. Previous experience certificates.
3. Copies of certificates/ diplomas / degrees of educational qualifications. (Std. X, Std. XII, Graduation and post-graduation).
4. Last 3 months' pay slip
5. Proof of date of birth.
6. Proof of current address
7. PAN Card (3 copies)
8. Aadhar Card (3 copies)
9. Copy of latest valid passport
10. Latest Passport size photograph (3 copies)
11. Banking details for online salary deposit (bank name, branch name, account no., IFSC)



 quantiphi

THANK YOU

Private and Confidential

Appointment Letter

Date: 04th July 2022

Mr. Rohan Lad

Email - rjlad@mitaoe.ac.in

(M) - +91 9284564280

Reference: IF/HR/R & D Software/0101

Sub: Appointment Letter

Dear Rohan,

With reference to your application for employment and subsequent interviews, we are pleased to offer you the position of "**Junior Engineer**" with ideaForge Technology Pvt. Ltd. ("**Company**") in accordance with the terms and conditions of the enclosed terms of employment.

COMMENCEMENT DATE – Your employment with the Company will commence on "**04th July 2022**".

ROLE: Junior Engineer

REMUNERATION

Your total Cost to Company will be **INR 7,00,000/- (INR Seven Lakh Only)** per annum. You will be eligible for gross emoluments as detailed in **Annexure A** to the Letter of Appointment.

The company follows the April - March cycle for performance-based Annual Appraisal. You will only be eligible for the appraisal process if you have joined on or before 15th October of the given financial year. This policy is solely based on the performance ratings achieved during your association with the company. Variable Pay of the total CTC will be paid to an associate if (s)he is part of the organization as of 31st March of the concerned Financial Year.

You are advised to read the enclosed documents carefully. If the terms and conditions are acceptable to you, please sign every sheet of the duplicate copy of the Letter of Appointment and return the same to the HR Department as a token of your acceptance. This offer is valid for 3 days from the date of issue of this letter.

We welcome you to ideaForge and look forward to a long and mutually beneficial association.
Yours truly,

For ideaForge Technology Pvt. Ltd.


(AUTHORISED SIGNATORY)

Page 1 of 11

ideaForge Technology Private Limited.

EL-146, T.T.C. Industrial Area, M.I.D.C. Mahape, Navi Mumbai - 400 710. Maharashtra (India).

Ph.(O): +91 (22) 2767 0001, +91 (22) 2767 0002 (F) +91 (22) 2767 0707

Email: info@ideaforge.co.in CIN No. U31401MH2007PTC167669



Term of Employment

Dear Rohan,

We, ideaForge Technology Pvt. Ltd. (the "**Company**"), are pleased to appoint you ("**Employee**" or "**you**") as a "**Junior Engineer**", in the "**R&D Software**" of the Company as per the following terms of appointment (hereinafter referred to as the "**Agreement**"). The Company and Employee may hereinafter individually be referred to as a "**party**" and collectively as "**parties**".

1. Appointment

- 1.1 You will be on probation for a period of Six Months (6), which may be extended at the discretion of the Company after assessing your performance.
- 1.2 During the probation period, either party is at liberty to discontinue the appointment by giving the other party one month's notice in writing or payment in lieu thereof, provided no notice is necessary for the event of termination by the Company on account of misconduct.
- 1.3 Probation period is not applicable for associates who are shifting from contractual to the company payroll.

2. Location

You shall work principally at the Company's office in **Mumbai**, or such other office as may be determined by the Company and intimated to you from time to time.

3. Hours of Work

You shall work such hours as may be required for the proper discharge of your duties and for completion of the task assigned to you. Your work hours may vary between 40 hours to 48 hours a week, depending on the nature of the task assigned to you.

4. Compensation and Remuneration

You shall be entitled to receive a monthly salary and reimbursements for expenses you may have incurred in relation to your employment, subject to deductions prescribed under the law, and exclusive of applicable statutory payments, in the manner specified in **Annexure A**.

5. Leave

You shall be entitled to a such number of days as leaves as specified in the leave policy of the Company.

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6. Duties of the Employee

You hereby undertake that you will:

- a. devote such time as is necessary for the proper performance of your duties.
- b. devote necessary attention and skill to perform your duties.
- c. comply with all rules, regulations, and policies issued by the Company from time to time.
- d. use your best efforts to protect the Company's assets including computers, laptops, data, books, and manuals; and
- e. use your best endeavors to promote the interests and reputation of the Company.

7. Anti-Bribery Policy

You shall not accept or offer any present, commission, or any gratification in any form, whether in cash or kind, from any person, firm, or company directly or indirectly associated with the Company. If any such offer is made, you are obligated to immediately report the same to the management.

8. Confidentiality and Non-Disclosure

- 8.1 "Confidential Information" in relation to the Company, as well as its client(s), shall mean all proprietary material exchanged with you including but not limited to written and electronic media, all verbal disclosures of information made and/or accessible to you, strategic and development plans, financial condition, business plans, co-developer identities, data, software specifications, software source code, inventions, designs, patents, copyrights, passwords, business records, customer lists, project records, market reports, employee lists and business manuals, policies and procedures, information relating to processes, technologies or theory and all other information which may be disclosed or to which you may be provided access during the course of your employment, or which is generated as a result of or in connection with your employment. Confidential Information includes, but is not limited to:

- a. information of value or significance to the Company or its Competitors (present or potential) such as:
- (i) customer data and any Company data, in particular, names, addresses, sales figures, and sales conditions of the Company.
 - (ii) business data, particularly data relating to new products, promotion campaigns, distribution strategies, license agreements, pricing, and other commercial terms, terms, and conditions of contracts and transactions between the customers/merchants and the Company, and/ or any information directly or incidentally connected to any Intellectual Property.
 - (iii) any data, documents, plans, drawings, photographs, reports, statements correspondence, etc. and technical information, know-how, and instructions as well as business details or commercial policies including papers and documents, compact discs, or other media containing the same.
 - (iv) any information which may be reasonably understood by its nature, or by the context of its disclosure to the Company, to be confidential.

- (v) financial data concerning budgets, fees, revenue calculations, sales figures, financial statements, and profit expectations of the Company.
 - (vi) original information supplied by the Company or information or intellectual property of third parties which the Company is obligated to keep confidential; and
 - (vii) information not intended by the Company for general dissemination.
- 8.2 You agree not to disclose or use any Confidential Information of the Company for any purpose whatsoever during and after your employment with the Company, except if required under any existing law, in which case you shall provide the Company with prompt written notice of such requirement so that the Company may seek a protective order or other appropriate relief. Subject to the foregoing, you may furnish that portion (and only that portion) of the Confidential Information that you are legally compelled or are otherwise legally required to disclose; provided, however, that you shall provide such assistance as the Company may reasonably request in obtaining such order or other relief.
- 8.3 You shall not reverse engineer, disassemble, or decompile any prototypes, software or other tangible and intangible objects that embody the Company's Confidential Information and that are provided to you during your employment.
- 8.4 You further recognize that since damages and compensation alone are not sufficient remedies for the breach of this section, the Company shall be entitled to seek specific performance or injunctive relief (as appropriate) as a remedy for any breach or threatened breach, in addition to any other remedies at law or in equity.
- 8.5 Return of Materials: All documents and other tangible objects containing or representing Confidential Information that has been disclosed by the Company to you and all copies or extracts that are in your possession, shall be and remain the property of the Company and shall be promptly returned to the Company forthwith upon the Company's written request or at the time of the termination of your employment, whichever is earlier. Further, you will not remove or transmit by any means from the Company or store or take with you any of the Company's property, including the Confidential Information or intellectual property rights that are embodied in any tangible medium of expression. You further agree that any property situated on the Company's premises and owned by the Company, including computers, computer files, e-mail, voicemail, disks, and other electronic storage media, filing cabinets, or other work areas, is subject to inspection by the Company personnel at any time with or without prior notice.

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9. Intellectual Property

- 9.1. You acknowledge that all right, title, and interest (including without limitation any and all patent, copyright, trademarks, moral rights, design rights, database rights, trade names, service marks, and other proprietary rights), that is now or may be available, in any ideas, inventions, discoveries, concepts, designs, know-how developments, improvements, original works of authorship, material, trade secrets, processes, formulae, business and product names, logos, slogans, industrial models, processes, designs, databases, methodologies, software, computer programs, technical information, manufacturing, engineering and technical drawings, and know-how created or conceived by you (either solely or jointly) in course of your employment with the Company together with all associated service names, brand names, internet domain names, and sub-domains, (collectively "**Intellectual Property**") shall vest with Company upon creation. To the extent that any such rights do not vest with the Company automatically as per the terms above or through the operation of law, you are irrevocably and in perpetuity assign to the Company all of right, title, and interest, that is now or may be available, in any and all Intellectual Property, that you solely or jointly may conceive, write, encode, develop, or reduce to practice during your employment with the Company. Further, all records, documents, papers (including copies and summaries of them), "**professional packages**" and other copyright-protected works made or acquired by you in the course of your employment shall, together with all the worldwide copyright and design rights in all such works, be and always remain the absolute property of the Company.
- 9.2. You agree and understand that all copyrightable works that are prepared by you, within your scope of employment, are "work for hire" under the law and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered the first owner of the intellectual property rights created by you, you shall irrevocably assign the copyright and all related rights, title, and interest in all such Intellectual Property to the Company in consideration of your employment with the Company which constitutes valid and adequate consideration. You waive any right to and agree that you shall not raise any objection or claims to the Indian Copyright Board with respect to the ownership of the Intellectual Property Rights, under the provisions of Section 19A of India's Copyright Act, 1957. It is further agreed between the parties that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, the assignment under this provision shall not lapse nor the rights transferred under this Agreement, revert to you, even if the Company does not exercise the rights under this Agreement within a period of 1 (one) year from the date the assignment becomes effective. All such assignments shall be valid anywhere in the world and shall include all registrations and applications related to assignment and analogous rights anywhere in the world. You undertake and agree to execute confirmations of such assignments and any other documents that may be requested by the Company in connection with the Intellectual Property. You agree that you will not be entitled to claim any right, title, or interest in the Intellectual Property, and expressly waive any moral rights you may have. You further acknowledge and agree that the Company may, in its sole discretion, assign to third parties all such intellectual property rights.

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- 9.3. You undertake that you shall always during your employment with the Company, and at any time after, fully co-operate with Company to register, perfect and/or enforce intellectual property rights that may derive because of the work performed by you as an employee of the Company. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company to create, establish, publish, or protect said intellectual property rights.
- 9.4. You represent and warrants that you shall not use or integrate any third-party materials or data that are not validly licensed to the Company into Intellectual Property unless previously authorized by the Company. You represent and warrant that you have not violated and will not violate the intellectual property rights of any third party, and covenant that you shall not violate the intellectual property rights of any third party in the course of your employment with the company.

10. Representations and Warranties of the Employee

You represent and warrant as follows:

- a. That you are competent to contract and perform your obligations under this Agreement as per applicable laws.
- b. You have reviewed the Agreement and have understood its terms, purposes, and effect.
- c. You are not employed with any other employer on the date of your appointment with the Company.
- d. You do not have any impending legal proceedings against you in any court of law as of the date of your appointment with the Company.
- e. That you have the requisite experience, expertise, and technical know-how for the performance of your obligations under the Agreement.
- f. You have all the requisite power and authority and do not require the consent of any third party to enter into and grant the rights provided in this Agreement.
- g. No previous employer, if any, has terminated your employment owing to reasons of fraud, misrepresentation, cheating, theft, misappropriation of funds, mismanagement of affairs, breach of confidentiality provisions, etc.
- h. You are neither a party to nor bound by any restrictive covenants, including but not limited to non-competition, non-disclosure, and non-solicitation covenants binding you under any previous employment agreements and/ or contracts. You further warrant that all information provided by you to the Company, including the information set forth in your résumé, the information provided during the interview process, and information in any employment application, is true and accurate.

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11. Data Privacy Policy

The Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you, or from other sources, and some limited personal data may be recorded directly and indirectly by internal security systems or by other means. The company may process such data for the relevant and limited purposes specified in the Company's data privacy policy ("Privacy Policy"), a copy of which is available upon request. Further, the Company may, for these purposes transfer such data to the Company does business. By signing these Terms of Employment, you consent to Company at any time, and in its sole discretion to process, collect and transfer to third parties to comply with government reporting and disclosure requirements, employee benefit plans, Background verification, and internal security systems. The Company maintains the right to communicate and distribute such company information as it deems necessary to conduct business operations.

12. Non-Compete and Non-Solicitation

12.1. You agree and undertake as follows:

- a. You shall devote your entire time and energy to the Company and shall use your best endeavors to develop and extend the business of the Company and shall not engage or be interested or concerned either directly or indirectly in any other business or trade which is directly engaged in the same business as the Company and/or is competitive or potentially competitive in nature.
- b. During your employment, you shall not be employed or engaged in any other business or profession in any capacity, whether for remuneration or not.
- c. You further agree that during the term of this Agreement and until 24 (twenty-four) months from the last working day of your employment or other association with the Company, you shall not, directly or indirectly, in any capacity, whether through a partnership or as a shareholder, joint venture partner, principal, director, collaborator, consultant or agent or in any other manner whatsoever, whether for profit or otherwise:
 - (i) carry on or participate (whether as a partner, shareholder, principal, agent, director, employee, or consultant) in any business and/or activity that is the same as or substantially like the business of the Company ("Competitor") other than through the Company.
 - (ii) render any services to a competitor or enter employment with any Competitor.
 - (iii) solicit or attempt to solicit any of the clients, customers, or other people to direct the purchase of the products and/or services of the Company either for yourself or for any competitor; and/or
 - (iv) solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or distributor or in any other manner), or who was employed or engaged with the Company in the preceding 12 months, to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to you or any Competitor.

- d. You agree that the limitations as to time and character or nature placed in this section are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living. In addition, you agree and acknowledge that the potential harm to the Company due to the non-enforcement of this section outweighs any potential harm to you by this Agreement. You agree that the Company may, in addition to any remedy available to it at law, obtain equitable relief in the form of specific performance, temporary or permanent injunction, or any other equitable remedy which may be available against you for the non-performance of any term or provision in this Agreement.
- e. You further represent and warrant to the Company that you are not a party to any agreement containing a non-competition clause or other restrictions with respect to:
 - (i) The services which you are required to perform under this Agreement; or
 - (ii) The use or the disclosure of any information directly or indirectly related to the business of the Company, or to the services you are required to render as per your employment.

13. Code of Conduct

This Code of Conduct serves as the ethical road map for Company and its employees. These relate to areas such as National Interest, Financial Reporting and Records, Competition, Equal opportunities Employer, Gifts and Donations, Anti-bribery policies, Government Agencies, Political Non-alignment, Health, Safety and Environment, Quality of Products and Services, Corporate Citizenship, Public Representation of the Company, Third-party Representation, Ethical Conduct, Regulatory Compliance, Concurrent Employment, Conflict of Interest, Securities Transactions and Confidential Information, Protecting Company Assets, Citizenship, Integrity of Data Furnished, & Reporting Concerns.”. You acknowledge and agree that you have gone through this Code on joining and will strictly abide by its intent and spirit.

14. Termination and Consequences

14.1 Termination Without Cause by the Employee

Both Parties shall have the right to terminate this Agreement by serving upon the other Party, a notice of 90 (ninety) days in writing, or compensation in lieu of such notice period, provided that the notice period in case of termination by the Employee may be waived wholly or in part, by the Company after receipt of the notice from the Employee and in case of such whole or partial waiver, the employment will be deemed terminated by the Employee as of the date specified by the Company.

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14.2 Termination for Cause by the Company

Where in the opinion of the Company an event or circumstance that constitutes a Cause has occurred, the employment of the Employee with the Company may be terminated, at the sole discretion of the Company, by the Company with no notice whatsoever.

14.3 Effect of Termination

Notwithstanding anything contained in this section, upon the termination of this Agreement by the Employee or the Company for any reason whatsoever, the Employee shall remain in full compliance with the confidentiality, non-disclosure, non-competition, and non-solicitation provisions in this Agreement. The Employee shall hand over all documents and materials constituting the property of the Company, including any proprietary rights, Intellectual Property rights, and Confidential Information, which may be in the possession of the Employee at the time of termination of this Agreement. Amounts payable to you by the Company shall be settled in full within 30 days from the receipt of clearance by all concerned departments. Any termination of employment or these Terms of Employment by the Company shall be without any further liability of the Company and their employees, contractors, or clients to you or to your successors-in-interest or assigns.

For the purpose of this section, "Cause" means any of the following events with respect to the Employee: (a) there has been gross negligence or wilful misconduct on the part of the Employee in the course of his/her employment with the Company; (b) Employee has engaged in embezzlement, theft, commission of a felony or dishonesty, or any crime involving moral turpitude, fraud or misrepresentation; (c) Employee has engaged in such behavior materially detrimental to the interests of the Company; or (d) a material breach by the Employee of any of the terms and conditions of this Agreement event;

15. **Indemnification**

The Employee shall defend, indemnify and hold the Company harmless from and against any and all losses, claims, liabilities, judgments, and other matters, including but not limited to, reasonable attorney's fees arising out of or incurred in connection with, a breach of any representation, warranty or covenant of the Employee under this Agreement.

16. **Miscellaneous**

The Employee shall not assign any subcontractor to transfer your obligation under this Agreement to any third party.

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17. Governing Law and Dispute Resolution

- a. This Agreement shall be governed by and interpreted in accordance with the laws of India. Subject to the provision related to Dispute Resolution below, each party consents to the exclusive jurisdiction and venue of the courts of Mumbai, India in all matters arising out of or relating to the Agreement, and any order, decree, direction, or award shall be final and binding.
- b. Dispute Resolution:
- (i) Any dispute or difference between the parties arising under or in connection with this Agreement, including any question regarding its existence, validity, or termination, shall be referred to and finally resolved by arbitration in accordance with the Arbitration and Conciliation Act, 1996.
 - (ii) The arbitral tribunal shall consist of 1 (one) arbitrator to be appointed by the Company. The seat of arbitration shall be Mumbai, and the arbitral proceedings shall be conducted in English. The respective costs shall be borne by the parties to the dispute unless otherwise decided by the arbitral tribunal.
 - (iii) Any award made by the arbitration tribunal shall be final and binding on each of the parties that were parties to the dispute.

17.1. This Agreement may be executed in counterparts, all of which taken together shall constitute one and the same document.

I have read, understood, and agree to the terms and conditions as set forth in these Terms of Employment. My acceptance is as of the day and year written below: -

IN WITNESS WHEREOF, the signatories have executed this Employment Agreement as the day and year first above written.

For ideaForge Technology Pvt. Ltd.

Employee Name

Name:

Title:

Rohan Jayant Lad

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Annexure A

Pay Head	Monthly Salary (in INR)	Annual Salary (in INR)
Basic Salary	19,897	2,38,766
HRA Allowance	9,949	1,19,383
Special Allowance	19,897	2,38,766
Gross Salary	49,743	5,96,915
Employer's PF Contribution	1,800	21,600
Gratuity	957	11,485
Variables Pay		70,000
CTC Salary	52,500	7,00,000
Less: Profession Tax	200	2,500
Less: Employee's PF Contribution	1,800	21,600
Less: Employer's PF Contribution	1,800	21,600
Less: Gratuity	957	11,485
Net Salary	47,743	6,42,815

Note: -

1. Taxes wherever applicable will be deducted at the source
2. Provident Fund Deduction will be as per the Provident Fund Regulations
3. Variable Pay comprises Individual and Company Performance. Associates active in their job role in the organization on 31st March of the concerned FY will only be eligible for variable pay.
4. Benefits - You would be entitled to following benefits: -
 - a. Group Medical Benefits upto 2 Lakhs sum assured as Family floater i.e. (Self + Spouse & 2 Children).
 - b. Group Term Life Insurance - 10 Lakhs p.a.
 - c. Group Personal Accidental Coverage - 5 Lakhs p.a.

Bylad



Aditya Gopalrao Deshmukh
Shikshak Colony, near Kothari Vatika No. 8
Khadki-Malkapur Road
Akola 444004

28th May 2022

Re: Semsys Engineer 1

Dear Aditya,

On behalf of Semsys, I am very pleased to offer you a position as Engineer 1 at Semsys Pvt. Ltd. You will report to the Engineering Team Lead, Mrs. Mukta Jaysing Sahane. As Engineer 1, you will be responsible to perform the following:

- Support design and systems integration projects
- Design control drawings
- Program logic for building automation systems
- Develop GUI for building management
- Strive for operational excellence and first-class customer service

This letter will confirm our offer of employment under the terms and conditions that follow:

Offer Specifics:

- Start Date: 1st July 2022
- Salary: Monthly salary of Rs. 25,000 (annual CTC Rs. 3,60,000), payable in accordance with the Company's standard payroll policies in effect from time to time. Periods of less than a month will be prorated accordingly.
- Bonus Plan: During employment, you will be considered annually for a bonus pursuant to Semsys' annual bonus program, as amended and in effect from time to time. Your target bonus will be 10% of your base salary of twelve months preceding the bonus date. The amount of the bonus that will be payable to you, if any, will be determined seventy-five percent (75%) by the Company's assessment of your individual performance against goals established annually for your position and twenty-five percent (25%) by the Company's assessment of its overall performance against its annual gross margin budget and other corporate goals to be established annually. Funding of both components (individual and company) of the annual bonus is contingent upon the Company meeting its goals as established annually. This bonus amount will be pro-rated based upon your start date and you must be actively employed by Semsys on the date of payment to guarantee eligibility.
- Paid Time Off: During employment, you will be entitled to earn paid time off (PTO) in accordance with the Company's Paid Time Off Policy. Pursuant to the Policy, you will earn up to 1.25 days of PTO per month up to a maximum of 15 days per year. PTO will be pro-rated for any month that is not worked in full.

- **Expenses:** The Company will reimburse you for all reasonable travel and business expenses, in accordance with the Semsys Travel and Expense Policy.
- All employees may be subject to promotion, transfer, change in manager or other reassignment from time to time, as the Company determines appropriate.
- While you are employed, you will be required to devote your full business time and your best professional efforts to the performance of your duties and responsibilities for the Company, and to abide by all Company policies and procedures in effect from time to time.
- **Confidential Information and Restricted Activities:** As a condition of your continued employment, you will be required to sign the Company's standard Employee Agreement (the "Agreement"). A copy of the Agreement is enclosed with this letter and must be signed and returned at the time you accept the offer. By signing this offer letter, you represent and warrant to Semsys that your employment with the Company and fulfillment of the duties of your position will not breach or be in conflict with any other agreement you have with any former employer or other person or entity. You also represent and warrant that you are not subject to any covenant against competition or similar covenants, or any other legal obligation, that would restrict or otherwise affect the performance of your duties and responsibilities to the Company. You agree that you will not bring with you, disclose or use on behalf of the Company any confidential or proprietary information of any former employer or other third party without that party's consent.
- **At-Will Status of Employment:** This letter and your response are not meant to, and do not, constitute a contract of employment for a specific term. Your employment with the Company is at-will. This means that, if you accept this offer, both you and the Company will retain the right to terminate your employment at any time, with or without notice or cause.
- **Withholding:** All payments made by the Company under this Agreement shall be reduced by any tax or other amounts required to be withheld by the Company under applicable law.

In accepting this offer, you give us assurance that you have not relied on any agreements or representations, express or implied, with respect to your employment, that are not set forth expressly in this letter.

Aditya, we are excited about the prospect of your new position with our team, because we believe that your talents, knowledge and engineering judgment will benefit the Company significantly.

Please confirm your acceptance of this offer by signing below and returning this letter to me. At the time you sign and return it, this letter will take effect as a binding agreement between you and the Company on the basis set forth above. Your hiring manager, Mukta Sahane, will discuss the Company's offer with you in more detail should you have any questions.

Sincerely,



Abhijit A. Rao

Signed:

A handwritten signature in black ink, which appears to be "Aditya Gopalrao Deshmukh".

Name: Aditya Gopalrao Deshmukh

Date: 29/05/2022

Fwd: MIT-WPU,Pune: Semsys looking for fresh mechanical engineers (2022 batch)

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Nov 15, 2022 at 2:32 PM

----- Forwarded message -----
From: **Amol Gadade** <agadade@semsys.in>
Date: Tue, May 24, 2022 at 5:24 PM
Subject: Re: MIT-WPU,Pune: Semsys looking for fresh mechanical engineers (2022 batch)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Abhijit Rao <arao@semsys.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Dear Dr. Hemant Mali,

I am glad to inform you we have selected the following candidates from MIT-WPU:

Sr. No.	Roll No	First Name	Middle Name	Last Name	Degree	Specializations	Campus	Gender	Official Email	Personal Phone
1	220190019	Sumit	Anil	Raut	B.Tech.	Mechanical Engineering	MITAOE	Male	saraut@mitaoe.ac.in	9004427670
2	1032180123	Mihir	Bhupendra	Patil	B.Tech.	Mechanical Engineering	MIT - WPU	Male	mihirpatil2325@gmail.com	8169323126
3	1032180528	RAJ	RAKESH	JAIN	B.Tech.	Mechanical Engineering	MIT - WPU	Male	rajain3733@gmail.com	9579353892
4	1032180986	Mohit	NA	J	B.Tech.	Mechanical Robotics & Automatiion	MIT - WPU	Male	mohitmj1314@gmail.com	9359345029
5	120180477	Aditya	Gopalrao	Deshmukh	B.Tech.	Mechanical Engineering	MITAOE	Male	agdeshmukh@mitaoe.ac.in	9657068957

We have reached out to them individually for their contact information so that we can issue their offer letters.

Thanks & Regards,

--
Amol Gadade - Project Manager
Semsys Pvt Ltd | 16B C Bldg Swaroopnagari [Karve Rd Kothrud | Pune 411038 India](#)
m: +91-9762262211 | agadade@semsys.in
www.semsys.in

Fwd: MIT-WPU,Pune: List of interested students for HNI Corporation_2021 batch

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

Tue, Nov 15, 2022 at 2:41 PM

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

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

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

From: **Wakte, Pranit (HNI GBSC)** <WakteP@hni-asia.com>

Date: Thu, May 26, 2022 at 11:09 AM

Subject: RE: MIT-WPU,Pune: List of interested students for HNI Corporation_2021 batch

To: Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>, bvpatil@mitaoe.ac.in <bvpatil@mitaoe.ac.in>Cc: Karthik s (HNI-India) <karthik.s@hni-india.com>, MIT-WPU Engineering Placements
<engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi team,

This is to inform you that below candidate are shortlisted for HNI corporation for the position of Product Development Engineer – trainee Position.

1. Bhavesh Patil - 7308526093

They will soon receive the offer letter of 4 Lacs . Please confirm us the Date of joining and the result date for last semester. Also Please confirm this to your Alandi campus TPO ,

Regards ,

Pranit Wakte – HR

HNI GBSC -PuneNSG IT Park, 7th floor, Aundh,

Pune-411007, Maharashtra, India

Date: May 9, 2022

Mr. Mauli Tele
Khed, Maharashtra,
India, Pin: 412105

Subject: Contract Letter

Dear Mauli,

With reference to the discussion you had with us, we are pleased to engage you as **Trainee Engineer** to Ingenero Technologies (India) Pvt. Ltd for a period of **Twelve months** from the date of joining, which can be extended based on mutual consent. During the engagement period the company will pay you as indicated hereunder:

Stipend (Monthly)

Rs. 20, 000/-

The consultation fees shall be subjected to statutory deductions as applicable.

Goods & Service Tax (GST) tax if applicable, and only if charged at the time of raising the invoice and only if its mentioned on the invoice separately, shall be paid by Ingenero on submission of tax invoice. The tax invoice should contain your GST number and GST Number of Ingenero and the invoice should be in accordance with the applicable GST law. Further you will make sure you will comply with the GST law as & when applicable to you.

We have kept your tentative joining as **1st June 2022**; as agreed between us.

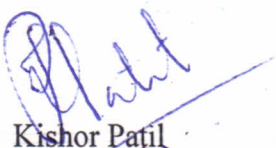
During the engagement period either party may terminate the contract by giving one week's notice in writing.

Kindly return the duplicate copy of this letter duly signed by you as token of your acceptance of the terms and conditions thereof.

Thanking you,

Sincerely,
For Ingenero Technologies (India) Pvt. Ltd.,

Signature


Kishor Patil
Authorized Signatory

I accept the above terms and conditions

Ingenero Technologies (India) Pvt. Ltd.
Unit No. 2, 8th Floor, A Wing,
i Think Techno Campus, Pokhran Road
No. 2, Thane (w) - 400 607.
Tel: 91.22.6176 4500 Fax: 91.22.6176 4799
www.ingenero.com
CIN: U51900MH2000FTC128454

Date: May 9, 2022

Mr. Mayur Saykar

At: Gurhale, Post: Vadalibhoi,
Taluka: Chandwad, District: Nashik,
Maharashtra, Pin: 422005

Subject: Contract Letter

Dear Mayur,

With reference to the discussion you had with us, we are pleased to engage you as **Trainee Engineer** to Ingenero Technologies (India) Pvt. Ltd for a period of **Twelve months** from the date of joining, which can be extended based on mutual consent. During the engagement period the company will pay you as indicated hereunder:

Stipend (Monthly)

Rs. 20, 000/-

The consultation fees shall be subjected to statutory deductions as applicable.

Goods & Service Tax (GST) tax if applicable, and only if charged at the time of raising the invoice and only if its mentioned on the invoice separately, shall be paid by Ingenero on submission of tax invoice. The tax invoice should contain your GST number and GST Number of Ingenero and the invoice should be in accordance with the applicable GST law. Further you will make sure you will comply with the GST law as & when applicable to you.

We have kept your tentative joining as **1st June 2022**; as agreed between us.

During the engagement period either party may terminate the contract by giving one week's notice in writing.

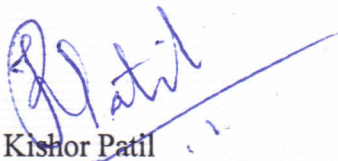
Kindly return the duplicate copy of this letter duly signed by you as token of your acceptance of the terms and conditions thereof.

Thanking you,

Sincerely,

For Ingenero Technologies (India) Pvt. Ltd.,

Signature



Kishor Patil
Authorized Signatory

I accept the above terms and conditions

Date: May 9, 2022

Mr. Pankaj Mhaske
At: Dalimb, Post: Shindawane,
Taluka: Dound, District: Pune,
Maharashtra, Pin: 412202

Subject: Contract Letter

Dear Pankaj,

With reference to the discussion you had with us, we are pleased to engage you as **Trainee Engineer** to Ingenero Technologies (India) Pvt. Ltd for a period of **Twelve months** from the date of joining, which can be extended based on mutual consent. During the engagement period the company will pay you as indicated hereunder:

Stipend (Monthly)

Rs. 20, 000/-

The consultation fees shall be subjected to statutory deductions as applicable.

Goods & Service Tax (GST) tax if applicable, and only if charged at the time of raising the invoice and only if its mentioned on the invoice separately, shall be paid by Ingenero on submission of tax invoice. The tax invoice should contain your GST number and GST Number of Ingenero and the invoice should be in accordance with the applicable GST law. Further you will make sure you will comply with the GST law as & when applicable to you.

We have kept your tentative joining as **1st June 2022**; as agreed between us.

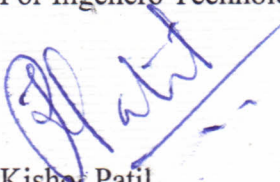
During the engagement period either party may terminate the contract by giving one week's notice in writing.

Kindly return the duplicate copy of this letter duly signed by you as token of your acceptance of the terms and conditions thereof.

Thanking you,

Sincerely,
For Ingenero Technologies (India) Pvt. Ltd.,

Signature


Kishor Patil
Authorized Signatory

I accept the above terms and conditions



ProMobi Technologies Private Limited

Ground Floor, JK Tech Square, Plot No. 25/4,
MIDC IT/ITES SEZ, Rajiv Gandhi Infotech Park,
Hinjewadi Phase – III, Pune, Maharashtra 411057
Phone : 8983235684

Email : contact-us@promobitech.com | Web : www.promobitech.com

01 June 2022

Divyansh Waghmare
Super E-1083
Ram Krishna Ward no:7
Sarni, Betul
MP 460447

SUBJECT: OFFER LETTER

Dear **Divyansh**,

Congratulations! With reference to your successful interview and our discussions with you, we are pleased to offer you employment at the position of **Trainee Product Engineer** with **Promobi Technologies Private Limited**, at its office in Pune (Maharashtra, India). The gross annual salary for you, on the basis of 'Cost to Company' will be **INR 600,000/- (Rupees Six Lakh Only) Per Annum**. The break-up of your gross salary per month is annexed herewith. Your appointment shall be effective on from your Joining Date i.e. **03 June 2022**, subject to all the terms and conditions of our Employment Contract/ Appointment Letter to be issued to you on the Joining Date.

As per the company policies, there will be a standard 6 (Six) months' probation period from the Joining Date. During the probation period, either party shall have to give a 15 (Fifteen) Days' notice period to terminate employment whereas for termination post probation period, a 30 (Thirty) Days' notice period shall be applicable for the same.

Your remuneration/ salary details are highly confidential and if required, please discuss it only with the HR Manager & Director of Operations.

You are requested to adhere to the **Checklist** annexed hereunder.

Kindly confirm your acceptance of this Offer Letter by signing and providing us a counter copy of this Offer Letter.

We are delighted to have you onboard and hope our association will be mutually beneficial.

Sincerely,

I agree to and accept the terms as set forth in this Offer letter.

Sweta Dewangan,
HR Specialist

Divyansh Waghmare
01 June 2022



ProMobi Technologies Private Limited

Ground Floor, JK Tech Square, Plot No. 25/4,
MIDC IT/ITES SEZ, Rajiv Gandhi Infotech Park,
Hinjewadi Phase – III, Pune, Maharashtra 411057
Phone : 8983235684

Email : contact-us@promobitech.com | Web : www.promobitech.com

SALARY STRUCTURE

Please see the break-up of your CTC below (Taxes and Provident Fund applicable):

CTC Components	Per Annum (INR)	Monthly (INR)
Basic	240,000	20,000
HRA	120,000	10,000
Transport and Medical Allowance	50,000	4,167
Lunch allowance	13,200	1,100
Children education allowance	1,200	100
Leave travel allowance	20,000	1,667
Telephone Reimbursement	12,000	1,000
Other Allowance	143,600	11,967
TOTAL CTC	600,000	50,000

Other benefits are:

Sr. No.	Benefits	Amount (INR)
1	Medical Insurance for Self, Spouse and up to 2 children	5,00,000/- per annum
2	Educational Assistance Program*	Up-to 15,000/- per annum
3	Fitness Allowance*	Up-to 10,000/- per annum
4	Hobby Stipend*	Up-to 10,000/- per annum

These benefits are over and above the CTC.

**These benefits can be availed only after completion of the Probation Period.*

CHECKLIST

- Please produce the photocopies of the following documents at the time of joining for our record:
 - Relieving & Experience Letter of your current & past employer(s) (if any);
 - Education Certificates (Including Additional/ Extra-Curricular Certificates/ Courses) supporting your educational qualifications along with Mark Sheets;
 - Passport Size Photograph (1 Unit);
 - Identity Proof – Aadhaar Card and PAN Card;
 - Address Proof – Electricity Bill / Telephone Bill / Registered Rent (Leave & License) Agreement (Any One);
 - Latest Salary Slip(s) or Salary Certificate pertaining to last 03 (Three) Months of your immediately preceding employment.



Sweta Dewangan,
HR Specialist

Divyansh Waghmare
01 June 2022



Date: 24-Jun-22

Jaideep Nitin Kulkarni
Pune

Dear Jaideep,

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited. We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Support Specialist** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - "Support Specialist"

Global Job Band – 7

COE – GS-Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 675,000 /-** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 706,976/-**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

In order to maintain the highest standards for our new associates, a further condition of this offer is that you must successfully clear your final examinations. NielsenIQ requires an official copy of your Highest Education Marksheet and Degree within three months of your joining date. If you fail to meet this standard, NielsenIQ reserves the right to rescind this offer

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave (on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash.



Provident Fund (EPF) and Statutory Benefits - NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EPF. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your taxes on income in all applicable jurisdictions

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is two (2) months for band 5 to band 11, and three (3) months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement - You will retire from the services of the company on attaining 58 years of age.

NielsenIQ Company Code of Conduct –Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality-

All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm your acceptance by affixing your signature and return the attached “Employee Confidentiality, Proprietary Rights and Conflicts Agreement”, appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client’s ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.



Some examples of personal information as detailed under Rule 3 of the Information Technology (Reasonable security practices and procedures and sensitive personal data and information)

Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and (ii) medical records. This may be collected used or disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully
For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya
Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Support Specialist** with NielsenIQ (India) Private Limited. My Date of Joining would be **July 04, 2022**.

Signature: _____
Jaideep Nitin Kulkarni

Date:

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSEN IQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:30am to 6:00pm**.
- Select Field Office-based employees work **Monday through Saturday**. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(A) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	24 weeks	5 days	24 weeks	12 days

(B) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**

Provides Life Insurance assistance to the associate's family in case of death of an associate.

Band	Sum Insured INR
8,7	25,00,000

1. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company)** - Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
8,7	4,00,000

2. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)**

The policy provides Insurance cover for injury to an associate.

Band	Sum Insured INR
11,10,09,08,07	5,45,000

To know more about the India benefits Please visit given site-

<https://nielsenenterprise.sharepoint.com/sites/IndiaBenefitSite>

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
1. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
2. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
3. 2 passport sized photograph.
4. Relieving letter /Service letter/ Resignation Acceptance from your last company.
5. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity Leader is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the [Whistle blower procedures](#), call the Helpline or write to us.

E-mail: indiaintegrity@smb.Nielseniq.com

Report a concern online in 38 native languages, anonymously

At <https://secure.ethicspoint.com/domain/media/en/gui/74158/report.html>

-

Call the Whistle-blower Hotline (<https://secure.ethicspoint.com/domain/media/en/gui/74158/phone.html>) and speak to confidential, third party representatives 24 x 7

Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.



For complaints, write to: integrity@nielseniq.com

All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling, E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919

E-counselling: wellness&wellbeing@icasindia.com

All Face-to-face counselling would be based on need and prior appointment

To know more about EAP, contact your HRBP or view the [Employee Assistance Program.pdf](#)

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: <https://intranet.nielsen.com/Pages/default.aspx>

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation



Date: 24-Jun-22

Rutwick Pawar
Pune

Dear Rutwick,

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited. We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Support Specialist** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - "Support Specialist"

Global Job Band – 7

COE – GS-Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 675,000 /-** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 706,976/-**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

In order to maintain the highest standards for our new associates, a further condition of this offer is that you must successfully clear your final examinations. NielsenIQ requires an official copy of your Highest Education Marksheet and Degree within three months of your joining date. If you fail to meet this standard, NielsenIQ reserves the right to rescind this offer

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave (on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash.



Provident Fund (EPF) and Statutory Benefits - NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EPF. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your taxes on income in all applicable jurisdictions

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is two (2) months for band 5 to band 11, and three (3) months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement - You will retire from the services of the company on attaining 58 years of age.

NielsenIQ Company Code of Conduct –Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality-

All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm your acceptance by affixing your signature and return the attached “Employee Confidentiality, Proprietary Rights and Conflicts Agreement”, appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client’s ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.



Some examples of personal information as detailed under Rule 3 of the Information Technology (Reasonable security practices and procedures and sensitive personal data and information)

Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and (ii) medical records. This may be collected used or disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully
For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya
Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Support Specialist** with NielsenIQ (India) Private Limited. My Date of Joining would be **July 04, 2022**.

Signature: _____
Rutwick Machhindranath Pawar

Date:

** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSEN IQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:30am to 6:00pm**.
- Select Field Office-based employees work **Monday through Saturday**. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(A) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	24 weeks	5 days	24 weeks	12 days

(B) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**

Provides Life Insurance assistance to the associate's family in case of death of an associate.

Band	Sum Insured INR
8,7	25,00,000

1. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company)** - Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
8,7	4,00,000

2. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)**

The policy provides Insurance cover for injury to an associate.

Band	Sum Insured INR
11,10,09,08,07	5,45,000

To know more about the India benefits Please visit given site-

<https://nielsenenterprise.sharepoint.com/sites/IndiaBenefitSite>

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
1. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
2. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
3. 2 passport sized photograph.
4. Relieving letter /Service letter/ Resignation Acceptance from your last company.
5. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity Leader is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the [Whistle blower procedures](#), call the Helpline or write to us.

E-mail: indiaintegrity@smb.Nielseniq.com

Report a concern online in 38 native languages, anonymously

At <https://secure.ethicspoint.com/domain/media/en/gui/74158/report.html>

-

Call the Whistle-blower Hotline (<https://secure.ethicspoint.com/domain/media/en/gui/74158/phone.html>) and speak to confidential, third party representatives 24 x 7

Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.



For complaints, write to: integrity@nielseniq.com

All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling, E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919

E-counselling: wellness&wellbeing@icasindia.com

All Face-to-face counselling would be based on need and prior appointment

To know more about EAP, contact your HRBP or view the [Employee Assistance Program.pdf](#)

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: <https://intranet.nielsen.com/Pages/default.aspx>

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Fwd: Congratulations on your Selection with NielsenIQ ..! || EIT support roles

1 message

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Nov 15, 2022 at 3:08 PM

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

From: **Divyasri Dayanand** <Divyasri.Dayanand@nielseniq.com>
 Date: Wed, Jun 15, 2022 at 12:09 PM
 Subject: Congratulations on your Selection with NielsenIQ ..! || EIT support roles
 To: Divyasri Dayanand <Divyasri.Dayanand@nielseniq.com>
 Cc: Nitu Choubey <Nitu.Choubey@nielseniq.com>, Vivekanandan SH <vivekans1@srmist.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Candidate,

We are happy to announce your selection with us and excited to take you as a associate with NielsenIQ..!

We shall be sending you the offer letter and Salary structure by next week (on or before 27th June 2022) .Your DOJ would most likely be on 04 July 2022 and we shall keep you posted on the location between Chennai/Pune.

As a part of the role, you need to be flexible for shift working. You will get to know the details from your manager post your joining. This is for your kind information.

First Name	Degree	Specializations	Gender
BEAUTY SINGH	BTech	Computer Science & Engineering	Female
Prithviraj Jayendra Mane	BE	Mechanical	Male
Sanskar	NA	Computer Science & Engineering	Male
Munna SHANMUKH	B.Tech	Computer Science and Engineering	MALE
Rani Durga Prasanna Swetha	B.Tech	Computer Science and Engineering	FEMALE
UJJWAL SRIVASTAVA	B.Tech	Computer Science and Engineering	MALE
VINAY	B.Tech	Computer Science and Engineering	MALE
RACHANNA	B.Tech	Computer Science and Engineering	FEMALE
SHAKTHI AKSHAIYA K R	B.Tech	Computer Science and Engineering	FEMALE
BARATH	B.Tech		MALE
Satti VIJAY NAGA SRI	B.Tech		MALE
Shreyansi	B.Tech.	Chemical Engineering	Female
Tridib	B.Tech.	Chemical Engineering	Male
Nomesh	B.Tech.	Chemical Engineering	Male
PRAJWAL	B.Tech.	Civil Engineering	Male

Bhavesh	B.Tech.	Civil Engineering	Male
Ashwin	B.Tech.	Electronics & Communication Engineering	Male
Rutwick	B.Tech.	Mechanical Engineering	Male
Aditya	B.Tech.	Mechanical Engineering	Male
prateek	B.Tech.	Mechanical Engineering	Male
Anurag	B.Tech.	Mechanical Engineering	Male
Mayur Patond	B.Tech.	Mechanical Engineering	Male
Jaideep kulkarni	B.Tech.	Mechanical Engineering	Male
Venkatesh	B.Tech.	Mechanical Robotics & Automatiion	Male
Chaitanya Gaurang Joshi	B.Tech.	Petroleum Engineering	Male
Nagarikanti	B.Tech	Computer Science and Engineering	Male
Sumedh	B.Tech	Computer Science and Engineering	Male

Please feel free to post your queries, in case any.

Thank you & Regards,

Divyasri Dayanand (She/her)

Executive - Talent Acquisition (Chennai Tech Hub)

NielsenIQ

RMZ - One paramount, [Porur, Chennai - 116](#)



Follow NielsenIQ:

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Date: 24-Jun-22

Bhavesh Pardhi
Pune

Dear Bhavesh,

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited. We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Support Specialist** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - "Support Specialist"

Global Job Band – 7

COE – GS-Chennai

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 675,000 /-** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 706,976/-**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

In order to maintain the highest standards for our new associates, a further condition of this offer is that you must successfully clear your final examinations. NielsenIQ requires an official copy of your Highest Education Marksheet and Degree within three months of your joining date. If you fail to meet this standard, NielsenIQ reserves the right to rescind this offer

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave (on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash.



Provident Fund (EPF) and Statutory Benefits - NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EPF. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Income Tax - You will be responsible and liable for filing and payment of your taxes on income in all applicable jurisdictions

Probation – You will undergo a probationary period of six months. Upon successful completion of probation you will be confirmed in the services of the company. During or at the end of the probation period, or any extension thereof, employment may be terminated by either party giving 15 days notice or notice pay in lieu of notice, without assigning any reason thereof.

Termination – Written notice is required by either party to terminate this contract. As per the policy notice period is two (2) months for band 5 to band 11, and three (3) months for band 4 and above or notice pay in lieu of notice in the event of resignation or any kind of termination including dismissal or redundancy. The employer reserves the right to dismiss without notice in the event of serious misconduct.

Retirement - You will retire from the services of the company on attaining 58 years of age.

NielsenIQ Company Code of Conduct –Your terms and conditions of employment are also governed by the NielsenIQ Code of Conduct a copy of the same is attached herewith and any other applicable policy of NielsenIQ, as updated from time to time. Please go through the document(s) and convey your acceptance along with this offer of employment.

Confidentiality-

All information disclosed to you during the course of your employment with NielsenIQ is deemed confidential and should be maintained as confidential unless communicated otherwise. Any contravention or breach in this understanding would constitute a material breach of applicable policies of NielsenIQ for which NielsenIQ may initiate disciplinary action, including but not limited to termination of your employment. Please confirm your acceptance by affixing your signature and return the attached “Employee Confidentiality, Proprietary Rights and Conflicts Agreement”, appended herein.

Working Hours – Your work hours including any need to work in shifts will be informed to you on your joining date. NielsenIQ reserves the right to introduce new shift timings/schedules depending on the nature and exigencies of business which more particularly are required to cater to the internal/external client’s ever changing demands. Any variation in your work hours will be communicated to you by your supervisor. Non adherence to this provision constitutes a ground for termination. Any appeals against such a termination notice can be appealed against to the Chief Human Resource Officer, whose decision shall be final in this regard.

Privacy and personal information (including sensitive personal data or information) - By accepting this offer of employment, you consent to NielsenIQ collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment. This may include transfer of your personal information within the organisation to other states, territory or country as required by law for internal administrative purposes.



Some examples of personal information as detailed under Rule 3 of the Information Technology (Reasonable security practices and procedures and sensitive personal data and information)

Rules, 2011 ("IT Rules"), would be (i) financial information such as bank account or other payment instrument details; and (ii) medical records. This may be collected used or disclosed for purposes including but not limited to administering your employment relationship, processing your pay, conducting background checks and generally discharging all human resource management activities.

Please note that NielsenIQ will only collect personal information for the purposes mentioned above. The personal information so collected by NielsenIQ is solely utilized for the specific purpose of maintaining a repository of employee information in order to comply with statutory or regulatory requirements prescribed by applicable law or for internal requirements as mentioned above.

NielsenIQ represents that except for the purposes mentioned herein or if required under law, NielsenIQ will not disclose to any third party or otherwise use in any manner the personal information, without your prior consent. You provide your unequivocal consent to NielsenIQ using your personal information in the manner specified above.

Assignment Guide/Right to Amend – Conditions and circumstances not covered in this letter will be in accordance with established Company policy. The Company reserves the right to revise or amend the provisions outlined in this agreement as circumstances necessitate. This agreement sets forth the entire understanding and agreement of the parties and supersedes any and all oral or written agreements and understandings between the parties as to the subject matter of this agreement. Except as otherwise provided herein, this agreement may be changed only in writing and with the signatures of all parties.

Governing Law and Jurisdiction – This employment cum appointment order shall be governed by and construed in accordance with the laws of India. The courts at Mumbai/New Delhi shall have exclusive jurisdiction on the matters arising from or herein, without regard to the principles of conflicts of laws.

Notices – Any notice or other communication to be given by one party to the other pursuant to the employment cum appointment order shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address of such party) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at the address set out above in case of the employee or the NielsenIQ office as applicable depending on your location of employment.

Should you agree to the terms set out in this letter, please kindly sign and return the duplicate copy of this letter together with the "Employee Confidentiality, Proprietary Rights and Conflicts Agreement" to us.

We are all looking forward to working with you in your role with NielsenIQ. We think the future holds great things, and we look forward to you sharing in our success.

Yours faithfully
For and on behalf of NielsenIQ (India) Private Limited



Anand Pandya
Executive Director, Human Resources

Acceptance of Offer & Company Code of Conduct

I, hereby accept the above employment terms and conditions as well as the NielsenIQ Code of Conduct to the position of **Support Specialist** with NielsenIQ (India) Private Limited. My Date of Joining would be **July 04, 2022**.

Signature: _____
Bhavesh Omprakash Pardhi

Date:

**** Please sign the duplicate copy of this letter as an acceptance of the above terms and conditions and return the same to us.**

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

NIELSEN IQ KEY BENEFITS & POLICIES

Welcome to the NielsenIQ Family! As a ready reckoner, please find information on key policies, benefits & procedures below.

(A) WORK TIMINGS

- We work from Monday through Friday with regular working hours being **9:30am to 6:00pm**.
- Select Field Office-based employees work **Monday through Saturday**. This will apply to associates working for those teams. In such cases, regular working hours are based on the schedule/ shift of Field Projects.

(A) LEAVE QUANTUM

Privilege Leave	Sick Leave	Casual Leave	Maternity Leave	Paternity Leave	Child Adoption Leave	Paid National/ Festival Holidays
24 days	8 days	10 days	24 weeks	5 days	24 weeks	12 days

(B) PERFORMANCE PLANNING & REVIEW

- Our Performance Review Cycle follows the calendar year starting from January to December

INSURANCE BENEFITS –

All our associates are covered with the below mentioned insurances –

1. **Group Life Term Insurance Scheme : (Provider – Exide Life Insurance)**

Provides Life Insurance assistance to the associate's family in case of death of an associate.

Band	Sum Insured INR
8,7	25,00,000

1. **Group Mediclaim Insurance Scheme: (Provider – New India Assurance Company)** - Provides pre/during/post hospitalization cashless or reimbursement benefits to associate & family members.

Band	Sum Insured INR
8,7	4,00,000

2. **Personal Accident Insurance Scheme (ICICI Lombard General Insurance)**

The policy provides Insurance cover for injury to an associate.

Band	Sum Insured INR
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To know more about the India benefits Please visit given site-

<https://nielsenenterprise.sharepoint.com/sites/IndiaBenefitSite>

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ANNEXURE-I

As a part of the joining formalities please note that you would be required to submit to us the following documents.

1. PAN Card Copy
1. Passport/ Rent agreement/ Electricity bill / Telephone bill / Driving license
2. Certificates of Highest Qualification Degree: Graduation / PG / MBA.
3. 2 passport sized photograph.
4. Relieving letter /Service letter/ Resignation Acceptance from your last company.
5. Salary Certificate / last Salary Slip / copy of Form 16 from the previous employer. Please note, the non-receipt of these documents would lead to grossing-up of the Income for the current financial year & accordingly the tax would be deducted.

We have a tie up with ICICI Bank and HSBC Bank for salary accounts. Upon joining, please contact your HR to open an account with one of the banks.

ANNEXURE - III

We are pleased to highlight few of our key initiatives and policies for your ready reference.

India Integrity

NielsenIQ's long-term business success and its ability to attract clients, talented employees and investors are dependent on high standards of ethics, integrity, and compliance. The India Integrity Programme was launched as a means to bring to notice any compromise in these values. The India Integrity Leader is a dedicated point of contact to whom you can raise your concern anonymously and in confidence, around any kind of integrity breach.

Examples of Misconduct - Fraud, Loss of Confidentiality, Kickbacks, Bribery, Falsifying Expenses, Conflict of Interest, Discrimination, Harassment, Copyright Violations, Inappropriate Computer use, Data Integrity, Data Theft, Data Falsification, Panel Integrity issues, Other Legal Compliance issues, etc.

If you have questions or concerns about compliance or integrity, view the [Whistle blower procedures](#), call the Helpline or write to us.

E-mail: indiaintegrity@smb.Nielseniq.com

Report a concern online in 38 native languages, anonymously

At <https://secure.ethicspoint.com/domain/media/en/gui/74158/report.html>

-

Call the Whistle-blower Hotline (<https://secure.ethicspoint.com/domain/media/en/gui/74158/phone.html>) and speak to confidential, third party representatives 24 x 7

Dial: (000-117) 855-373-5902

To know more, we encourage you to visit Compliance & Integrity page on the NielsenIQ intranet and familiarize yourself with the process and methods of reporting noncompliance or misconduct.

Prevention of Sexual Harassment at Workplace

Keeping in line with NielsenIQ's commitment to provide a safe and conducive work environment to its employees, it is imperative to prevent and eliminate sexual harassment at the workplace.

The policy is formulated in pursuance of the Vishakha Guidelines, 1997 which is now the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Based on the policy, we have constituted a Local Complaints Redressal Committee chaired by the Chief Diversity Officer, NielsenIQ India.

In case of a concern, we would recommend the aggrieved woman to report to the committee or any of the committee members in writing.



For complaints, write to: integrity@nielseniq.com

All queries and matters will be treated in strict confidence.

Based on the written complaint, the committee would conduct an enquiry and conclude before initiating action against the defendant (or the complainant in case of false complaints).

Employee Assistance Programme (EAP)

We care for you and your family's overall wellbeing and through the EAP, we bring to you an exclusive counselling service. This program is run in association with ICAS India, world leader in Wellness services to help you and your family maintain a healthy & balanced lifestyle.

Key highlights of the program are External Counsellors, Telephone Counselling, Face-to-Face Counselling, E-Therapy, Complete Confidentiality Assurance, English & Regional Language compatibility, Available 24 x 7 x 365 and at absolutely no extra cost to you.

Toll Free Helpline: 1800 22 70 22 | Toll Helpline: 022-2649 3919

E-counselling: wellness&wellbeing@icasindia.com

All Face-to-face counselling would be based on need and prior appointment

To know more about EAP, contact your HRBP or view the [Employee Assistance Program.pdf](#)

The purpose of EAP is to help you and your family deal with everyday concerns & problems, overcome emotional challenges through professional, timely and confidential services.

For more information on the above and other policies, please visit the NielsenIQ Now intranet page: <https://intranet.nielsen.com/Pages/default.aspx>

**Upon joining, you will have access to all the above intranet links. You may also contact your HR Business Partner for more information.

Note: Information in this document is meant to reaffirm your decision to join NielsenIQ and not meant for external circulation

Fwd: Congratulations on your Selection with NielsenIQ ..! || EIT support roles

1 message

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Nov 15, 2022 at 3:08 PM

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

From: **Divyasri Dayanand** <Divyasri.Dayanand@nielseniq.com>
 Date: Wed, Jun 15, 2022 at 12:09 PM
 Subject: Congratulations on your Selection with NielsenIQ ..! || EIT support roles
 To: Divyasri Dayanand <Divyasri.Dayanand@nielseniq.com>
 Cc: Nitu Choubey <Nitu.Choubey@nielseniq.com>, Vivekanandan SH <vivekans1@srmist.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Candidate,

We are happy to announce your selection with us and excited to take you as a associate with NielsenIQ..!

We shall be sending you the offer letter and Salary structure by next week (on or before 27th June 2022) .Your DOJ would most likely be on 04 July 2022 and we shall keep you posted on the location between Chennai/Pune.

As a part of the role, you need to be flexible for shift working. You will get to know the details from your manager post your joining. This is for your kind information.

First Name	Degree	Specializations	Gender
BEAUTY SINGH	BTech	Computer Science & Engineering	Female
Prithviraj Jayendra Mane	BE	Mechanical	Male
Sanskar	NA	Computer Science & Engineering	Male
Munna SHANMUKH	B.Tech	Computer Science and Engineering	MALE
Rani Durga Prasanna Swetha	B.Tech	Computer Science and Engineering	FEMALE
UJJWAL SRIVASTAVA	B.Tech	Computer Science and Engineering	MALE
VINAY	B.Tech	Computer Science and Engineering	MALE
RACHANNA	B.Tech	Computer Science and Engineering	FEMALE
SHAKTHI AKSHAIYA K R	B.Tech	Computer Science and Engineering	FEMALE
BARATH	B.Tech		MALE
Satti VIJAY NAGA SRI	B.Tech		MALE
Shreyansi	B.Tech.	Chemical Engineering	Female
Tridib	B.Tech.	Chemical Engineering	Male
Nomesh	B.Tech.	Chemical Engineering	Male
PRAJWAL	B.Tech.	Civil Engineering	Male

Bhavesh	B.Tech.	Civil Engineering	Male
Ashwin	B.Tech.	Electronics & Communication Engineering	Male
Rutwick	B.Tech.	Mechanical Engineering	Male
Aditya	B.Tech.	Mechanical Engineering	Male
prateek	B.Tech.	Mechanical Engineering	Male
Anurag	B.Tech.	Mechanical Engineering	Male
Mayur Patond	B.Tech.	Mechanical Engineering	Male
Jaideep kulkarni	B.Tech.	Mechanical Engineering	Male
Venkatesh	B.Tech.	Mechanical Robotics & Automatiion	Male
Chaitanya Gaurang Joshi	B.Tech.	Petroleum Engineering	Male
Nagarikanti	B.Tech	Computer Science and Engineering	Male
Sumedh	B.Tech	Computer Science and Engineering	Male

Please feel free to post your queries, in case any.

Thank you & Regards,

Divyasri Dayanand (She/her)

Executive - Talent Acquisition (Chennai Tech Hub)

NielsenIQ

RMZ - One paramount, [Porur, Chennai - 116](#)



Follow NielsenIQ:

[LinkedIn](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)

Magna Electronics_2022 batch selections1 message

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Nov 14, 2022 at 3:56 PM

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

From: **Khandagale, Aparna** <Aparna.Khandagale@magna.com>
Date: Tue, Jan 4, 2022 at 5:58 PM
Subject: RE: Intern's Hiring : Magna Electronics : Pune
To: Anil Kumar Pacha <anilpacha@gmail.com>
Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Patil, Vrushali <Vrushali.Patil@partner.magna.com>

Dear Sir,

Meghraj Sonawane is selected for internship project.

Please confirm us how soon he can join with us.

Regards,

Aparna

From: Anil Kumar Pacha <anilpacha@gmail.com>
Sent: 28 December 2021 11:34
To: Khandagale, Aparna <Aparna.Khandagale@magna.com>
Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>; Momin, Ambreen <Ambreen.Momin@magna.com>; Patil, Vrushali <Vrushali.Patil@partner.magna.com>
Subject: Re: Intern's Hiring : Magna Electronics : Pune

WARNING: This e-mail originated from outside of Magna. Be cautious with links and attachments.

Dear Ms. Aparna,

Greetings!

All the below selected students have confirmed that they will be joining on 10th January as per the given schedule.

Thanking you,

Regards,

Anil Kumar Pacha

Training & Placement Officer

MIT Academy of Engineering

On Thu, Dec 23, 2021 at 2:56 PM Khandagale, Aparna <Aparna.Khandagale@magna.com> wrote:

Hi Anil,

As discussed, PFB list of interns.

Student Name	DOJ
Vijay Talekar	10-Jan-22
Rupali Bharat Patil	10-Jan-22
Ashish Anil Kale	10-Jan-22
Trupty Manohar Bisen	10-Jan-22
Virendra Sanjay Avhad	10-Jan-22

Please confirm us about interns joining.

Regards,

Aparna

From: Anil Kumar Pacha <anilpacha@gmail.com>

Sent: 15 November 2021 18:30

To: Khandagale, Aparna <Aparna.Khandagale@magna.com>

Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>; Momin, Ambreen <Ambreen.Momin@magna.com>; Patil, Vrushali <Vrushali.Patil@partner.magna.com>

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Dear Ms Aparna,

Greetings!

Thank you for your mail and happy to know the selections.

Pls let us know further process, if any.

Regards,

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Training & Placement Officer

MIT Academy of Engineering, Pune.

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Dear Sir,

PFB selected list of students for internship.

Virendra Sanjay Avhad

Ashish Anil Kale

Trupty Manohar Bisen

Vijay Shravan Talekar

Rupali Bharat Patil

Regards,

Aparna

Magna Electronics_2022 batch selections

1 message

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Magna Electronics_2022 batch selections

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Virendra Sanjay Avhad
Ashish Anil Kale
Trupty Manohar Bisen
Vijay Shravan Talekar

Rupali Bharat Patil

Regards,

Aparna

Offer Letter

15th June 2022

Ms. Arshi Kolge
Kailas Nagar, Manas Hostel,
Alandi, Pune-412105

Dear Ms. Arshi,

We refer to the interview and the subsequent discussions we had with you. We are pleased to make an offer to you as **"Graduate Engineer Trainee"**, in our Organization.

Your compensation on Cost to Company basis will be **Rs. 3,50,000/- p.a. as per Annexure "A" attached.**

The applicable tax will be deducted at source as per the Income Tax Act, 1961 and rules there under.

Your offer is subject to submission of passing certificate and or marksheet (BE/B.Tech). Please submit the same at the earliest date after result declaration by your respective institute/University.

You are required to report to **Waluj, Aurangabad**. You are requested to join us on or before **15th July 2022**.

The detailed Appointment letter will be issued to you on your joining the Company.

For **FORBES & COMPANY LIMITED**
Atul Sadawarte
DEPUTY GENERAL MANAGER - HUMAN RESOURCES

Annexure "A"

FORBES & COMPANY LIMITED	
Compensation	
NAME	Arshi Kolge
DESIGNATION	Graduate Engineer Trainee
DIVISION / DEPARTMENT	Sales & Marketing
COMPENSATION HEADS	W.E.F.15.07.2022
GRADE	GET
BASIC PAY	8750
HRA	4,375
CHILDREN EDUCATION ALLOWANCE	200
PERSONAL ALLOWANCE	13,542
SUPPLEMENTARY ALLOWANCE / LTA	500
TOTAL – A	27,367
P.F.	1,800
TOTAL B	1,800
TOTAL - A+B (P.M.)	29,167
GROSS (Incl. API) (Per Annum)	3,50,000

Notes :

- * Medical Insurance upto 3.5 Lakhs for self, spouse and two dependent children up to the age of 25 years - Over & above CTC
- * Supplementary Allowance mentioned above can instead also be availed on LTA (Leave Travel Assistance) as an annual payment Taxation benefit can be availed on LTA as per income Tax Rules
- * Gratuity is as per the Payment of Gratuity Act, 1961

Fwd: WPU RISE - Selected candidates_2022 batch

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Nov 14, 2022 at 4:08 PM

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

From: **People and Culture Team** <careers@risewpu.com>
Date: Sat, Jun 11, 2022 at 9:41 AM
Subject: Fwd: RISE - Selected candidates
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Gaurav Bhatia <gaurav.bhatia@mitwpu.edu.in>, Khyaati Jain <khyaati.jain@mitwpu.edu.in>, Jitendra Gadhvi <jitendra.gadhvi@mitwpu.edu.in>, Bitopan Sarmah <bitopan.sarmah@mitwpu.edu.in>

Dear Sir,

For your information and necessary action.

Thanks

Vishakha Waikar

Head of People & Culture

RISE

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

From: **People and Culture Team** <careers@risewpu.com>
Date: Fri, Jun 10, 2022 at 12:42 PM
Subject: RISE - Selected candidates
To: Bitopan Sarmah <bitopan.sarmah@mitwpu.edu.in>
Cc: Jitendra Gadhvi <jitendra.gadhvi@mitwpu.edu.in>, Vishakha Waikar <vishakha.waikar@risewpu.com>

Dear Team,

Thank you for your support throughout the process.

PFB the details of students that have been selected at RISE WPU for the position of business development associate.

Name	Number	Email id
Harshal	8007039743	hmpiwal@mitaoe.ac.in
Chirag	7620748392	1032180817@mitwpu.edu.in
Rajesh	8493809055	rajesh.bhat@mitaoe.ac.in
SHADMAAN	9148465072	razamitwpu@gmail.com

Kindly confirm their joining date so we can roll out the offer letter.

Thanks & Regards

Team - People & Culture

OFFER FOR EMPLOYMENT**Dear Mr. Rajesh**

We are pleased to offer you the position of **Business Development Associate** at RISE WPU. The following is designed to serve as a record of the essential terms and conditions of your employment which are in accordance with our discussions. The detailed appointment letter will be issued upon your joining.

Role: Business Development Associate**Type:** Internship + PPO**Stipend:** INR 15,000 (For 3 months)**CTC Post 3 months:** 4 LPA (Fixed) + 2.6 LPA (Variable)**Location:** Pune

The offer of employment is subject to verification of all documents, successful reference checks and background verification. Also please note that the details of the offer letter are strictly confidential and are not to be discussed with other members of the company. All terms and conditions of your employment, including code of conduct will be in accordance with the Company's Policies and Procedures, which will be incorporated in the Appointment Letter issued to you on joining.

We are certain that you will find a career with the Company to be both challenging and rewarding. We look forward to you becoming a member of our team.

You are advised to join our organization on or before **July 5, 2022**

In token of your acceptance to our offer and the terms stated above, please sign a return copy of this letter. Please note that our offer is valid for 2 days from the date of this letter and the same shall lapse automatically unless you confirm your acceptance to it within that period.



You are required to share original copies of all the following documents to us at the time of your joining which shall be returned to you after verification.

On-Boarding Document Checklist for Employee

- Pan Card
- Aadhar Card
- Current Address Proof Documents
- Education documents.
- Relieving and Experience letter from previous employers.
- Pay slips/salary certificate/ Tax Deduction certificate from your previous employer.
- Bank Account statement or Bank passbook
- Canceled cheque
- 2 passport size photographs
- Resume

Looking forward to your acceptance to the offer

For RISE WPU Digital Learning Pvt. Ltd.

Yours Sincerely,



Vishakha Ketan Waikar
Head – People & Culture



27-June-2022

To,

Vaibhav Goraksh Dandawate

Gavathan, Malthan, Shirur, Pune,

Maharashtra - 412218

Mob- 9922483846

Subject: Offer Letter

Dear Vaibhav,

We take this opportunity to welcome you to **Equilibrium Solutions Pvt. Ltd (ESPL)**. We are pleased to offer you an employment on the following terms and conditions:

Designation:	Trainee Engineer
Grade:	E1
Reporting to:	Mr. Akshay Desai
Date of Joining:	latest by 04-July-2022
Annual CTC:	₹ 4,20,000/- (Please refer APPENDIX A)
Training Period:	3 Months from the date of joining.
Probation Period:	6 months after successful completion of your training period which we will intimate you in writing.
Confirmation:	During your probation period, your performance will be monitored & evaluated. The performance will be evaluated based on your efforts on KRA given to you at the time of joining. You will be confirmed depending on your performance during probation.

Prerequisites for this job offer.

- At the time of joining, you shall ensure that you will have thorough knowledge & good understanding of engineering subjects like Strength of materials, Machine Design, Engineering Mechanics, Theory of FEM.
- You need to keep yourself updated on all above-mentioned subjects during your employment with ESPL.
- This will be a one of the key parameters during Performance Appraisal Cycles.

Training Plan

- You will undergo a training program of 3 months commencing from your date of joining.
- The training plan will ensure that you would acquire required skills and expertise to start your career in the field of CAE as per industry standard.
- Your performance shall be evaluated after completion of training.
- If required, your training period may get extended based on evaluation of your performance.
- After completion of your successful training, our HR & Technical team shall assist you to define your career path.

Training Cost Recovery

After joining, ESPL will train you on certain skills/ CAE tools/ technologies which will have a cost implication for ESPL. You hereby accept that you shall serve with us for a period of minimum two years excluding notice period from the date of joining. In case if you wish to terminate employment agreement before the said tenure of 2 years, you will have to pay an amount of ₹ 3,00,000/- + GST (as applicable) as a compensation for the cost incurred on your training at our company and 3 months' notice. This amount & notice period will not be negotiated at any point of time.

Other Terms of Employment

- During your employment period, you shall not undertake or carry any business, trade or professional services individually or in partnership with any other entity directly or indirectly.
- ESPL shall own all intellectual properties, for e.g., patents, copyrights, trademarks, methodologies, software, scripts created by you especially using company's resources during the course of employment which are related to ESPL's business areas.
- You need to get written permission from the company to file any patent or copyright developed during the course of employment.
- You shall devote the whole of your time, knowledge, skill and attention to the performance of your duties with the company.
- For a period of one year after severing your connections with ESPL you shall not associate directly or indirectly with any of the customers and/or suppliers of ESPL. Association means any kind of employment, business opportunity, third party, project basis, consultant, and freelancer, contractual or advisory work.
- It shall be your responsibility to notify about the above term to your future employer.
- If it observed that you are breaching this term, then ESPL will have a right to file a lawsuit against you and recover financial losses of minimum ₹3,00,000 + GST (as applicable) as damage for the breach of employment agreement to secure our business interest. The list of such clients and suppliers of ESPL will be made available to you at any point of time during the employment.
- Your services are transferable at a short notice to any branch, office, works or client site in India or Abroad.

- You shall agree to accept the services Contract for undergoing specialized training and / or work that may be assigned to you during your tenure with the company.
- You shall have to sign a Confidentiality agreement additionally. The terms of Confidentiality agreement will be binding on you for a period of 5 years even after severing connections with ESPL.
- Other terms of employment with ESPL are as per ESPL HR policies. Those HR policies shall be binding on you. These HR policies will be accessible to you in our system.
- The summary of few important policies is in Annexure B
- If in case you wish to terminate employment, you shall have to serve a notice of **three months** in writing.
- However, company reserves right to terminate your employment at any time during course of employment by giving a notice of 7 days or basic salary in lieu thereof if it is observed that-
 - you are not meeting pre-requisites mentioned in this offer.
 - or you are breaching terms and conditions mentioned in this Offer Letter.
 - or you are involved in any kind of misconduct or breach or fraud or dishonoring company policies and/or Confidentiality agreement.
 - or you are involved in any of the activity which lead to financial or image loss to the company.
- Upon termination of your employment, you shall return to the company all tools, papers, drawings, literature, documents, any email data on your personal email accounts and any other articles and or copies thereof belonging to the company which may at the time be in your possession.
- You shall hereby provide no objection to ESPL to conduct background verification checks about your profile from your previous employers/ institutions.
- This Offer Letter is subjected to the evaluation of background verification.

Retirement: You shall retire from the company at the age of 58 years.

In case the terms and conditions are acceptable to you, kindly sign and return the duplicate copy of this offer letter to us.

Thank you
Equilibrium Solutions Pvt. Ltd.

I accept the appointment on the terms and conditions mentioned in the above offer letter.

Date:

Name:

Signature:

Strictly Confidential

EQUILIBRIUM SOLUTIONS PVT. LTD.

3rd Floor, Gopal House Building, Karishma Chowk,
Karve Road, Kothrud, Pune - 411038 (MH) India.
Tel : +91 20 25420085 | www.eqmsol.com
CIN – U74210PN2006PTC129313

APPENDIX A

Salary Details for **Vaibhav Goraksh Dandawate** are as below.

Gross Monthly Salary ₹ 35,000/-
Annual Package ₹ 4,20,000/-

A. Components	Monthly	Per Annum
Basic	14,000	1,68,000
House Rent Allowance	5,600	67,200
Other Allowance	2,850	34,200
Leave Travel Allowance	4,466	53,592
B. Other Benefits		
Annual Bonus	584	7,008
Variable Incentive	5,000	60,000
C. Compliance & Retiral		
Provident Fund by Employer	1,800	21,600
Gratuity	700	8,400
Sum (A+B+C)	35,000	4,20,000

- Additionally, you are entitled to get Medical Insurance Reimbursement amount apart from your CTC once in a year as per company's policy.
- Variable Incentive will be based on your performance and overall business conditions, and it will be based on management's discretion.
- You shall be entitled to receive the variable incentive provided you are on the payroll of the company in the month of variable incentive being payable and not serving any notice period.
- Annual Bonus will be paid in the next financial year as per the laws.
- Whenever there are any changes in statutory payment for e.g. PF, ESIC etc. from government side, your salary breakup will be re-arranged without change in above mentioned CTC value.
- Taxes will be deducted as per laws.

Annexure B

Dress Code

Dress code will be strictly formal during business meetings and client's visit.

Office Timings

- The official work week extends from Monday through Friday.
- Weekly off on Saturdays is not a rightful off day. Working on Saturday will be as per ESPL Policy mentioned in employee handbook.
- Where the nature of work demands, staff needs to be flexible to work on Sunday/ holiday. If in case, employee is working on Sunday/ holiday for work requirements, then employee will be eligible for one compensatory off.
- Employee has to avail the compensatory off in three months' time. The compensatory off is also applicable for the employee during probation period.
- Also, employees need to work in shifts based on work requirement. Allocation of shift will be decided by supervisor.
- Whenever employee will be working at customer end, your work timings will be as per customer's work timings including weekly off/ holidays.
- Weekly off day may be changed depending upon project needs

Official Timings

- General Shift: From 09:00 am to 06:00 pm
- First Shift: From 06:30 am to 03.30 pm
- Second Shift: From 03:00 pm to 12:00 am
- Shift timings may vary from time to time. The change in the shift timings will be notified to employee whenever applicable.
- In case, an employee is running late beyond an hour's time, then employee should inform his/ her immediate supervisor.

Summary of Leave Policy

- Employee is not entitled for any paid leave during the training period. Any leave availed during training period will be without pay.
- All other employees can entitle paid leaves of 24 days in a calendar year on pro-rata basis.
- Employee can carry forward maximum 6 unused leaves for next year. More than 6 unused leaves will get lapsed.
- For leaves more than 2 days consecutively, employee should get permission from immediate supervisor with an advance notice of one week.
- Prolonged absence without proper notification may lead to disciplinary action against employee.
- Availing any leave without pay will be reflected adversely during employee performance appraisal cycle.

Internet Usage

- Use of Internet and/or official email access should be made for only official reasons and for job related activities.
- Use of chat, messenger, online music player etc. is strictly prohibited.
- Employee will not download any software/ program from Internet. Use of unauthorized software is strictly prohibited.
- Use of camera/ camera in mobile phones, blue tooth devices, mobile internet devices, unauthorized data storage devices, personal laptops, wireless LAN is not permitted in company premises.
- Disclosing customer's names, project details, other technical information about ESPL on all social websites like Facebook, LinkedIn, Xing etc. & on job portals/ resume is strictly prohibited. It will be treated as a breach of confidentiality.



Fwd: Campus Placement - Equilibrium Solutions Pvt. Ltd. (ESPL) - Interview Feedback

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Nov 14, 2022 at 4:17 PM

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

From: **campus recruit** <campus.recruit@eqmsol.com>
Date: Fri, Jun 17, 2022 at 3:29 PM
Subject: Re: Campus Placement - Equilibrium Solutions Pvt. Ltd. (ESPL) - Interview Feedback
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Hemant Sir,

With reference to the campus placement interview drive held at our office on 17th June 2022 (today), below is the feedback.

Sr. No.	Name	Feedback
1	Vaibhav Dandawate	Selected
2	Manisha Kale	Selected
3	Rohan Kulkarni	Selected
4	Bhaskar Thakur	Selected
5	Nikhil Likhari	Selected
6	Kunal Ghatkar	Rejected
7	Sahil Bendure	Did not attend the interview

Also we want confirmation from your side that above selected students will join us and shall not be eligible for any other campus placement. Based on your confirmation we will decide the joining date and proceed accordingly.

In case of any other details or query kindly connect with us or reply to this mail.

With Best Regards
Kimaya Nirgudkar
ESPL HR Team
Phone: +91 020 2542 0085

vConstruct Private Limited

Unit 2, 4th & 5th Floor (Pt), Tower B-1, Magarpatta Township Development and
Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City,
Village Hadapsar, Taluka-Haveli, Dist. Pune – 411013, India

info@vconstruct.in || www.vconstruct.com

CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



REF: VCON-U2/VDC-OL/0622/171

21st June 2022

Dear Pranav Kailas Pawar,

Sub: Employment offer

We are pleased to offer you the position of **Graduate Engineer Trainee at Pune**. We trust that your knowledge, skills, and experience will be among our most valuable assets. As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

- **Compensation package:** Annual compensation of **Rs.4,50,000/-** (Four Lakhs and Fifty Thousand Only) per annum subject to income tax and other statutory deductions. Please see Annexure 1 for detailed salary breakup. Your salary is confidential and cannot be shared with anyone except your Business Unit Lead and HR.
- You will be on **probation period** for **six months** & then your appointment shall be confirmed based on your performance review. You will be eligible for PF, leave accrual and reimbursement benefits as per company policy during the probation period.
- Business Travel allowance and reimbursements will be as per company policy.
- Your confirmation of appointment is subject to your positive reference response and submission of all required documents as per company policy. In case of failure, this offer will stand null and void.
- Your **notice period** will be **two months** from the date of resignation.
- You will be required to go through different domain or technical trainings before your assignment to the project.

This offer letter is valid till **23rd June 2022**. As agreed by you joining date will be **4th July 2022**; in

vConstruct Private Limited

Unit 2, 4th & 5th Floor (Pt), Tower B-1, Magarpatta Township Development and
Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City,
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case you do not join till that date, this offer will be automatically cancelled.

Please send a signed copy of this letter indicating your acceptance to join vConstruct. The joining formalities and induction will be carried out at our **Pune office**. Please do carry softcopies of the following documents along with original documents on the day of your joining for verification.

Please submit the following documents to HR at the time of your joining:

- (1) Photocopies of all your academic certificates and mark sheets
- (2) Certifications, if any
- (3) Experience/ relieving letters from all past employers (if any)
- (4) Three color passport-size photos
- (5) Latest salary slips from your previous organization
- (6) Proof of address
- (7) 2 Copies of PAN Card & Aadhar Card each

We look forward to welcome you aboard.

Sincerely,

For vConstruct Pvt Ltd

DocuSigned by:
A handwritten signature in black ink that reads 'Durga Saripally'.
F641A6AB4C34445...

Durga Saripally
Operations Manager

Acceptance by employee:

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signed:

Date:

vConstruct Private Limited

Unit 2, 4th & 5th Floor (Pt), Tower B-1, Magarpatta Township Development and
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**Annexure -1**

Name	Pranav Kailas Pawar	
Designation	Graduate Trainee Engineer	
FIXED SALARY		
Salary Components:	INR per month	INR per annum
Basic	15,000	180,000
House Rent Allowance	7,500	90,000
Education Allowance	200	2,400
Leave Travel Allowance	1,500	18,000
Misc. Allowance	8,000	96,000
Gross Pay:	32,200	386,400
Employer's contribution to PF	1,800	21,600
Fixed Salary Total	34,000	408,000

VARIABLE PAY*		
	INR per month	INR per annum
Annual Performance Bonus	NA	20,000
*This is a one time payment UP-TO the amount mentioned, subject to individual and company's performance upon completion of one year and will be paid to only those employees who continue to be on the payroll of the organization at the time of disbursement.		

REIMBURSEMENTS**		
	INR per month	INR per annum
Phone bill Reimbursment	1,000	12,000
Health Reimbursment	NA	10,000
**based on the actuals, upto the amount mentioned above		

STATUTORY DEDUCTIONS FROM GROSS PAY		
	INR per month	INR per annum
Employee's contribution to PF	1,800	21,600
Professional Tax	200	2,500
Tax Deducted at Source (TDS)	As per Income Tax Rules	

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CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



Note: The above components are subject to applicable taxes and other statutory deductions. Kindly note that statutory deduction from your salary (Gross Pay) will also include Employee's contribution to PF (12% of Basic).

Other Benefits:

vConstruct offers the following benefits to permanent employees:

- Variable Pay: is a discretionary performance bonus paid out during October of every year. The variable pay will be determined based on the company achieving the goals and objectives for the year as well as your performance.
- Health Insurance: All Employees and their families (Spouse and kids) will be covered under vConstruct's health insurance policy. Sum insured amount per family is **Rs. 2 Lakh** per annum.
- Relocation Assistance for expenses incurred in relocating from a different city to the job location, as per defined policy.
- As per current company policy, up to **Rs. 20,000** can be reimbursed against cell phone purchase starting from your date of confirmation.
- Referral bonus: Reward for referring a personal acquaintance as a reference for current openings. (please refer the defined policies for these benefits)

Fwd: Snowflake University Recruitment 2021-22 - MIT Academy of Engineering

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Mon, Nov 14, 2022 at 4:22 PM

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

From: **Savita Chakraborty** <savita.chakraborty@snowflake.com>
Date: Thu, Jun 23, 2022 at 4:02 PM
Subject: Snowflake University Recruitment 2021-22 - MIT Academy of Engineering
To: <anil.pacha@mitaoe.ac.in>, <dastoorkarpp@mitaoe.ac.in>

Hi Anil Sir,

Hope you are doing good!!

Thank you for the support provided for the University hiring process. We are very excited and pleased to extend full time job offers to the below candidate. Request you to kindly share student acceptance on the job offer.

Year of hiring	Name	Personal Email	College	Branch	Passing Year	Degree	Gender
2021-2022	Swapnil Jogdand	swapniljogdand2000@gmail.com	MIT Academy of Engineering	Computer Engineering	2022	B. Tech	Male

Thanks & Regards

SAVITA CHAKRABORTY

University Recruiter - APAC

EMAIL: savita.chakraborty@snowflake.com



Snowflake Inc.

Remote, Pune

India

Re: Placement Updates from SCE

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

Mon, Jul 4, 2022 at 3:41 PM

To: Dean School of Chemical Engineering <dean.sce@mitaoe.ac.in>

Cc: Sudhir Gandhi <ssgandhi@mitaoe.ac.in>, Prasanna Kulkarni <prkulkarni@mitaoe.ac.in>, Mayurkumar Patil <mpatil@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, Director MIT Academy of Engineering <Director@mitaoe.ac.in>

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Thanks.

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Regards,

Mr. M. Senthil Kumar

Dean,

School of Chemical Engineering

MIT Academy of Engineering,

Alandi (D), Pune

Phone : 020-30253615/ 30253500

Orcid id : <https://orcid.org/0000-0003-2323-1306>Linkedin : <https://www.linkedin.com/in/senthil-kumar-5b305436>Researchgate: <https://www.researchgate.net/profile/Senthil-Kumar-94>

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Campus Placement 2022 batch - (Core industry)

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Let's congratulate the selected students, and their faculty & staff mentors.

FYKI, record and further necessary action, please.

Thanks.

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With best wishes,

Dr. Shitalkumar A Jain

Professor - School of Computer Engineering and Technology

Deputy Director - Corporate Relations and Placement Cell

MIT Academy of Engineering, Alandi(D)

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Phone: 020-30253500 Ext: 1154

Email: deputydirector.cr@mitaoe.ac.in

Website: www.mitaoe.ac.in

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

From: **Dean School of Chemical Engineering** <dean.sce@mitaoe.ac.in>

Date: Mon, Jun 20, 2022 at 9:29 AM

Subject: Placement Updates from SCE

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

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Ritik Panchal
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Manoj Bhoiwar
Shubham Jangam

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Shriniwas Education Foundation

D. No. - 01/05/2022

Mr. Hritik Rajendra Panchal

S/O Rajendra Panchal

LETTER OF INTENT

This has reference to your application and the subsequent discussion you had with us recently. In this context, we are pleased to offer you an appointment for the position of "Shift Supervisor"

On the terms and conditions mutually agreed upon. Your place of posting will be for Shriniwas Education Foundation and you will be placed at "Chloride Metals Ltd". Your Gross Salary will be Rs. 16000/- per month. You are advised to join us on or before 07/06/2022. Along with the following documents.

1. All certificates / testimonials in support of your educational qualifications & experience.

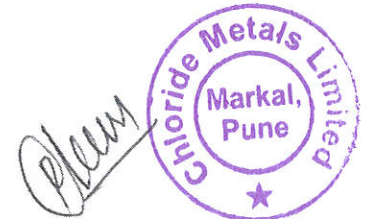
Four colored passport size photographs & two postcard size photographs

2. Address proof – Aadhar Card/ Passport
3. Date of Birth proof – Pan Card and or Driving License

We welcome you wish you a happy & mutually beneficial stay. You are requested to subscribe your signature on the duplicate copy of this letter as a token of Acceptance and return the same to H.R for record and reference.

Yours Sincerely,
For Shriniwas Education Foundation

Chloride Metals Ltd.



Accepted

Mr. Hritik Rajendra Panchal

Re: Placement Updates from SCE

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

Mon, Jul 4, 2022 at 3:41 PM

To: Dean School of Chemical Engineering <dean.sce@mitaoe.ac.in>

Cc: Sudhir Gandhi <ssgandhi@mitaoe.ac.in>, Prasanna Kulkarni <prkulkarni@mitaoe.ac.in>, Mayurkumar Patil <mpatil@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, Director MIT Academy of Engineering <Director@mitaoe.ac.in>

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

Respected Sir

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Ritik Panchal
Prashant Pawar
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Manoj Bhoiwar
Shubham Jangam

Regards,

Mr. M. Senthil Kumar

Dean,

School of Chemical Engineering

MIT Academy of Engineering,

Alandi (D), Pune

Phone : 020-30253615/ 30253500

Orcid id : <https://orcid.org/0000-0003-2323-1306>

Linkedin : <https://www.linkedin.com/in/senthil-kumar-5b305436>

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Re: Placement Updates from SCE

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

Mon, Jul 4, 2022 at 3:41 PM

To: Dean School of Chemical Engineering <dean.sce@mitaoe.ac.in>

Cc: Sudhir Gandhi <ssgandhi@mitaoe.ac.in>, Prasanna Kulkarni <prkulkarni@mitaoe.ac.in>, Mayurkumar Patil <mpatil@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, Director MIT Academy of Engineering <Director@mitaoe.ac.in>

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REF: SS: SMTL: HRD
28 June 2022

CONFIDENTIAL

Mr. Rushikesh Dnyanoba Kamble
Ajantha Nagar, Gangakhed
TQ – Gangakhed
Dist - Parbhani
State – Maharashtra
Pin - 431514

Dear Mr. Kamble,

With reference to your application and the subsequent interviews you had with us, we are pleased to confirm your selection as '**Graduate Engineer Trainee**'. You will be required to join our Company in the month of July, 2022. Your date of joining would be intimated in due course.

Initially you will be under training for a period of twelve months. The said training will be carried out at the place of your posting. Our plants are located at Ahmednagar, Baramati and Jejuri. Some of the candidates may be posted at Head Office in conformity with the organizational need. Your place of joining would be intimated to you on the day of joining. During the period of training, you CTC would be of ₹ 4.00 LPA/- (**Rupees 4 Lakhs only**). On successful completion of the said training, you will be placed in the appropriate **Executive Cadre** of the Company.

The appointment is subject to your successfully clearing the final semester engineering degree examination, documentary evidence of which must be submitted to us after the results are declared.

Your appointment is further subject to your clearing the pre-employment medical examination. You are required to carry out the medical examination as per the enclosed letter. Thereafter, scan the physical examination certificate and send us the same through email latest by **5th July, 2022**. Original documents of the said medical examination must be submitted on the day of joining.


Please carry all original certificates from class 10th onwards till engineering degree along with **original** mark sheets. **The fulfillment of all communicated requirements is binding.**

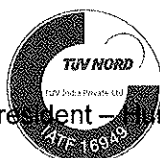
The formal appointment letter will be issued to you on your date of joining. Details of joining formalities, etc. will be informed to you shortly.

Kindly print a copy of this letter, sign the same and send it to us latest by 5th July, 2022 indicating your acceptance of the offer.

Should you need any clarifications, please contact Ms Soni on Telephone No. 020-41434136

Thanking you,
Yours Faithfully,

Soni Singh

Soni Singh
Associate Vice President – Human Resources



Corporate & Registered Office
Panama House (Earlier known as Lunkad Towers),
Ajantha Nagar, Pune - 411 014, India.
Phone : +91 20 4143 4100 | Fax : +91 20 26630779
www.ismt.com

CIN : L27109PN1999PLC016417



BS ISO 45001:2018
ISO : 14001:2015

Atos - Placement

1 message

Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in> Fri, Jul 1, 2022 at 1:01 PM
To: "Dr. Shitalkumar Jain Deputy Director CR" <deputydirector.cr@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Dear Sir,

Congratulations to Mr Ganesh Kelgandre - B Tech E&TC 2022 Batch for getting Placement in Atos with Salary of Rs 3.5 Lakhs.

campushelpdeskteam@atos.net> wrote:

Dear Ganesh Kelgandre,

Congratulations!

We are pleased to share the intent to offer you the position of **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company") in the form of the Letter of Intent attached herewith.

Please be informed, you will receive further communication from Atos Campus Recruitment Team about your joining date and BGV (Background Verification Process) in due time.

Looking forward to your on-boarding and wishing you a wonderful career with Atos.

You may get in touch with Campus Recruitment Team: campushelpdeskteam@atos.net

Regards,

Campus Recruitment Team

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>

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[Quoted text hidden]

Fwd: Placement Updates from SCE

2 messages

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in> Mon, Jun 20, 2022 at 4:24 PM
To: faculty@mitaoe.ac.in, staff@mitaoe.ac.in, "Mr. Senthil Kumar ." <dean.sce@mitaoe.ac.in>, Sandeep P Shewale <spsheewale@mitaoe.ac.in>
Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldeans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>, Peeyush Kumar Prasad <peeyush@mitaoe.ac.in>, Sarvesh Shinde <sarvesh.shinde@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, "G.B.PHAD" <gbphad@admin.maepune.ac.in>, Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

Dear All,

Greetings of the day!

Campus Placement 2022 batch - (Core industry)

Please go through the trailing mail.

A very good initiative is taken by faculty members of SCE under the guidance of Dean-SCE.

Many congratulations to Dr. Sandeep Shewale and team SCE.

Let's congratulate the selected students, and their faculty & staff mentors.

FYKI, record and further necessary action, please.

Thanks.

--

With best wishes,

Dr. Shitalkumar A Jain

Professor - School of Computer Engineering and Technology

Deputy Director - Corporate Relations and Placement Cell

MIT Academy of Engineering, Alandi(D)

Cell: 09561596885. 09226196885

Phone: 020-30253500 Ext: 1154

Email: deputydirector.cr@mitaoe.ac.in

Website: www.mitaoe.ac.in

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

From: **Dean School of Chemical Engineering** <dean.sce@mitaoe.ac.in>

Date: Mon, Jun 20, 2022 at 9:29 AM

Subject: Placement Updates from SCE

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

Respected Sir

The following students of Chemical Engineering had been placed with Chloride Metal Limited, Pune. This is through the efforts of Dr. Sandeep Shewale of SCE. The package offered by the Company is 2.4 Lakhs per annum.

Ravindra Wankhede
Ritik Panchal
Prashant Pawar
Prasad Raut
Vaibhav Durge
Manoj Bhoiwar
Shubham Jangam

Regards,

Mr. M. Senthil Kumar

Dean,
School of Chemical Engineering
MIT Academy of Engineering,
Alandi (D), Pune
Phone : 020-30253615/ 30253500
Orcid id : <https://orcid.org/0000-0003-2323-1306>
Linkedin : <https://www.linkedin.com/in/senthil-kumar-5b305436>
Researchgate: <https://www.researchgate.net/profile/Senthil-Kumar-94>

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

Tue, Jul 5, 2022 at 9:58 AM

To: Dean School of Chemical Engineering <dean.sce@mitaoe.ac.in>, faculty@mitaoe.ac.in, staff@mitaoe.ac.in, All non School Deans <alldoans@mitaoe.ac.in>, Sudhir Gandhi <sugandhi@chem.maepune.ac.in>
Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "G.B.PHAD" <gbphad@admin.maepune.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Peeyush Kumar Prasad <peeyush@mitaoe.ac.in>, Sarvesh Shinde <sarvesh.shinde@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>

Dear All,

Campus Placement 2022 batch -

Let's congratulate all the selected students, and their faculty & staff mentors.

Good efforts are taken by the faculty members of the chemical engineering department under the guidance of Prof. Senthilkumar. Keep up the good work for students' success.

FYKI, record and further necessary action, please.

Thanks.

--
With best wishes,
Dr. Shitalkumar A Jain
Professor - School of Computer Engineering and Technology
Deputy Director - Corporate Relations and Placement Cell
MIT Academy of Engineering, Alandi(D)
Cell: 09561596885. 09226196885
Phone: 020-30253500 Ext: 1154
Email: deputydirector.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in

On Tue, 5 Jul, 2022, 9:33 AM Dean School of Chemical Engineering, <dean.sce@mitaoe.ac.in> wrote:
Respected Sir

Ms. Sakshi Waghela of Chemical Engineering had been placed with **Biopharmax** through the efforts of **Mr. Sudhir Gandhi** of SCE. The package offered by the Company is **3.0 Lakhs per annum**.

6 students **Ms. Tanisha Ajmera, Mr Shubham Ingale, Mr Vikramaditya Lande, Ms. Dhanashree Sormare, Ms. Neha Thakare, Mr. Shubham Ingale** of Chemical Engineering had been placed with **Infosys** through the efforts of **Mr. Sudhir Gandhi** of SCE. The package offered by the Company is **3.60 Lakhs per annum**.

Regards,

Mr. M. Senthil Kumar

Dean,

School of Chemical Engineering

MIT Academy of Engineering,

Alandi (D), Pune

Phone : 020-30253615/ 30253500

Orcid id : <https://orcid.org/0000-0003-2323-1306>

Linkedin : <https://www.linkedin.com/in/senthil-kumar-5b305436>

Researchgate: <https://www.researchgate.net/profile/Senthil-Kumar-94>

On Mon, Jul 4, 2022 at 3:41 PM Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in> wrote:

Dear All,

Congratulations to all the selected students, and their faculty & staff mentors.

Thanks.

On Mon, Jul 4, 2022 at 3:22 PM Dean School of Chemical Engineering <dean.sce@mitaoe.ac.in> wrote:

Respected Sir

Mr. Ajay Patil of Chemical Engineering had been placed with **Croda Chemicals, Mumbai** through the efforts of **Dr. Mayur Kumar Patil** of SCE. The package offered by the Company is **2.4 Lakhs per annum for 6 months** and afterwards depending upon performance 4 to 5 LPA.

Mr Tejas Gadekar of Chemical Engineering had been placed with **Ecolab, Pune** through the efforts of **Mr. Prasanna Kulkarni** of SCE. The package offered by the Company is **3.58 Lakhs per annum**.

[Quoted text hidden]

[Quoted text hidden]

HRD/3T/1003509704/22-23

July 4, 2022

Mr. Vikramaditya Lande
Plotno149,Adiwasicolony,
Tukdojiputla,Manewadaroad,
Nagpur-440027
India

Ph: +91-9359852958

Dear Vikramaditya ,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.07.04 16:38:34 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/1003509704/22-23

July 4, 2022

Mr. Vikramaditya Lande
Plotno149,Adiwasicolony,
Tukdojiputla,Manewadaroad,
Nagpur-440027
India

Ph: +91-9359852958

Dear Vikramaditya ,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **26-Sep-2022**.

Location

Your location for employment is **MYSORE, India** .

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.07.04 16:38:34 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vikramaditya Lande			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Vikramaditya Lande			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
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Fwd: Placement Updates from SCE

2 messages

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in> Mon, Jun 20, 2022 at 4:24 PM
To: faculty@mitaoe.ac.in, staff@mitaoe.ac.in, "Mr. Senthil Kumar ." <dean.sce@mitaoe.ac.in>, Sandeep P Shewale <spsheewale@mitaoe.ac.in>
Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldeans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>, Peeyush Kumar Prasad <peeyush@mitaoe.ac.in>, Sarvesh Shinde <sarvesh.shinde@mitaoe.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, "G.B.PHAD" <gbphad@admin.maepune.ac.in>, Sudhir Gandhi <ssgandhi@chem.maepune.ac.in>

Dear All,

Greetings of the day!

Campus Placement 2022 batch - (Core industry)

Please go through the trailing mail.

A very good initiative is taken by faculty members of SCE under the guidance of Dean-SCE.

Many congratulations to Dr. Sandeep Shewale and team SCE.

Let's congratulate the selected students, and their faculty & staff mentors.

FYKI, record and further necessary action, please.

Thanks.

--

With best wishes,

Dr. Shitalkumar A Jain

Professor - School of Computer Engineering and Technology

Deputy Director - Corporate Relations and Placement Cell

MIT Academy of Engineering, Alandi(D)

Cell: 09561596885. 09226196885

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

From: **Dean School of Chemical Engineering** <dean.sce@mitaoe.ac.in>

Date: Mon, Jun 20, 2022 at 9:29 AM

Subject: Placement Updates from SCE

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

Respected Sir

The following students of Chemical Engineering had been placed with Chloride Metal Limited, Pune. This is through the efforts of Dr. Sandeep Shewale of SCE. The package offered by the Company is 2.4 Lakhs per annum.

Ravindra Wankhede
Ritik Panchal
Prashant Pawar
Prasad Raut
Vaibhav Durge
Manoj Bhoiwar
Shubham Jangam

Regards,

Mr. M. Senthil Kumar

Dean,
School of Chemical Engineering
MIT Academy of Engineering,
Alandi (D), Pune
Phone : 020-30253615/ 30253500
Orcid id : <https://orcid.org/0000-0003-2323-1306>
Linkedin : <https://www.linkedin.com/in/senthil-kumar-5b305436>
Researchgate: <https://www.researchgate.net/profile/Senthil-Kumar-94>

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

Tue, Jul 5, 2022 at 9:58 AM

To: Dean School of Chemical Engineering <dean.sce@mitaoe.ac.in>, faculty@mitaoe.ac.in, staff@mitaoe.ac.in, All non School Deans <alldoans@mitaoe.ac.in>, Sudhir Gandhi <sugandhi@chem.maepune.ac.in>
Cc: Director MIT Academy of Engineering <Director@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "G.B.PHAD" <gbphad@admin.maepune.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Peeyush Kumar Prasad <peeyush@mitaoe.ac.in>, Sarvesh Shinde <sarvesh.shinde@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>

Dear All,

Campus Placement 2022 batch -

Let's congratulate all the selected students, and their faculty & staff mentors.

Good efforts are taken by the faculty members of the chemical engineering department under the guidance of Prof. Senthilkumar. Keep up the good work for students' success.

FYKI, record and further necessary action, please.

Thanks.

--
With best wishes,
Dr. Shitalkumar A Jain
Professor - School of Computer Engineering and Technology
Deputy Director - Corporate Relations and Placement Cell
MIT Academy of Engineering, Alandi(D)
Cell: 09561596885. 09226196885
Phone: 020-30253500 Ext: 1154
Email: deputydirector.cr@mitaoe.ac.in
Website: www.mitaoe.ac.in

On Tue, 5 Jul, 2022, 9:33 AM Dean School of Chemical Engineering, <dean.sce@mitaoe.ac.in> wrote:
Respected Sir

Ms. Sakshi Waghela of Chemical Engineering had been placed with **Biopharmax** through the efforts of **Mr. Sudhir Gandhi** of SCE. The package offered by the Company is **3.0 Lakhs per annum**.

6 students **Ms. Tanisha Ajmera, Mr Shubham Ingale, Mr Vikramaditya Lande, Ms. Dhanashree Sormare, Ms. Neha Thakare, Mr. Shubham Ingale** of Chemical Engineering had been placed with **Infosys** through the efforts of **Mr. Sudhir Gandhi** of SCE. The package offered by the Company is **3.60 Lakhs per annum**.

Regards,

Mr. M. Senthil Kumar

Dean,

School of Chemical Engineering

MIT Academy of Engineering,

Alandi (D), Pune

Phone : 020-30253615/ 30253500

Orcid id : <https://orcid.org/0000-0003-2323-1306>

Linkedin : <https://www.linkedin.com/in/senthil-kumar-5b305436>

Researchgate: <https://www.researchgate.net/profile/Senthil-Kumar-94>

On Mon, Jul 4, 2022 at 3:41 PM Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in> wrote:

Dear All,

Congratulations to all the selected students, and their faculty & staff mentors.

Thanks.

On Mon, Jul 4, 2022 at 3:22 PM Dean School of Chemical Engineering <dean.sce@mitaoe.ac.in> wrote:

Respected Sir

Mr. Ajay Patil of Chemical Engineering had been placed with **Croda Chemicals, Mumbai** through the efforts of **Dr. Mayur Kumar Patil** of SCE. The package offered by the Company is **2.4 Lakhs per annum for 6 months** and afterwards depending upon performance 4 to 5 LPA.

Mr Tejas Gadekar of Chemical Engineering had been placed with **Ecolab, Pune** through the efforts of **Mr. Prasanna Kulkarni** of SCE. The package offered by the Company is **3.58 Lakhs per annum**.

[Quoted text hidden]

[Quoted text hidden]

Move forward. 
Take the world with you.

CAMPUS RECRUITMENT PROGRAM



Infosys®



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Re: T - Systems: Campus selection 2022 batch

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>Mon, Jul 4, 2022 at 4:02
PM

To: "Anil K. Pacha" <anil.pacha@mitaoe.ac.in>

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>, "G.B.PHAD" <gbphad@admin.maepune.ac.in>, Rudragouda Patil <rgpatil@comp.mitaoe.ac.in>, Rudragouda Patil <rgpatil@mitaoe.ac.in>, "Mrs. Ranjana Badre" <dean.scet@mitaoe.ac.in>

Dear All,

Congratulations to a selected student, and his faculty & staff mentors.

Thanks.

On Mon, Jul 4, 2022 at 3:44 PM Anil K. Pacha <anil.pacha@mitaoe.ac.in> wrote:

Dear All,

T-Systems has selected the following 2022 student from the Campus recruitment process:

1. Dwarkesh Prashant More - B.Tech Computer Engineering.

Remuneration offered by the company is Rs.4.00 Lacs per annum CTC.

Regards,

Anil Kumar Pacha
Training & Placement

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter		
Version:	4.2	Effective Date	10/29/2021
Contact	HR Team	Email	galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 1st July, 2022

Mr. Yash Vilas Tambatkar

Pune City, Maharashtra, India - 411019

Dear Yash Vilas Tambatkar,

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 on 4th July, 2022. Please arrive at 9:00 AM on your first day of Employment at the following location to complete Onboarding work and new hire orientation.

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 is Rs. 450,650/- p.a. For detailed breakup please refer to Annexure 1.
- 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



Your place of posting will be Pune, 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

- 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 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

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 **Pune** 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 Pune 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: Yash Vilas Tambatkar		Date of Joining: 4th July, 2022
Designation: Associate Developer		Location: Pune
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	33,500	402,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

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



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 related to pre-joining formalities 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
- Passport copy
- Pan card copy
- Documents supporting existing/previous visas & overseas travel

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.

For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter		
Version:	4.2	Effective Date	10/29/2021
Contact	HR Team	Email	galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 27th June, 2022

Ms. Amruta Bhimrao Mali

Tasgaon, Maharashtra, India - 416312

Dear Amruta Bhimrao Mali,

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 on 4th July, 2022. Please arrive at 9:00 AM on your first day of Employment at the following location to complete Onboarding work and new hire orientation.

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 is Rs. 450,650/- p.a. For detailed breakup please refer to Annexure 1.
- 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



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

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
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- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

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- 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

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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.

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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.

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All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

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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: Amruta Bhimrao Mali		Date of Joining: 4th July, 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	33,500	402,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

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



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 related to pre-joining formalities 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
- Passport copy
- Pan card copy
- Documents supporting existing/previous visas & overseas travel

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.

For GalaxE.Solutions India Pvt. Ltd.

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

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter		
Version:	4.2	Effective Date	10/29/2021
Contact	HR Team	Email	galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 27th June, 2022

Ms. Dnyaneshwari Ramdas Dhumal

Pune

Dear Dnyaneshwari Ramdas Dhumal,

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 on 4th July, 2022. Please arrive at 9:00 AM on your first day of Employment at the following location to complete Onboarding work and new hire orientation.

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 is Rs. 450,650/- p.a. For detailed breakup please refer to Annexure 1.
- 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



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.

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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.



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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: Dnyaneshwari Ramdas Dhumal		Date of Joining: 4th July, 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	33,500	402,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

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



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 related to pre-joining formalities 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
- Passport copy
- Pan card copy
- Documents supporting existing/previous visas & overseas travel

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.

For GalaxE.Solutions India Pvt. Ltd.

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

Sangeeta Bharat
Associate VP - Recruitment



Ref: DSGS/HRD/2021-22/5893

21-Jul-22

To,
Name: Mr. Shreyas Kotgire
Address: Pune

Offer Letter: Apprenticeship

Dear Shreyas,

This is with reference to your application and letter from your college for the Apprenticeship, we are pleased to offer you an educational Apprenticeship with **Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.)**, Flagship Infrastructure (P) Ltd., SEZ, S. No. 123, Fourth Floor at Building ITog, Rajiv Gandhi InfoTech Park, Phase –I, Hinjewadi, Pune- 411 057 on the following terms and conditions:

1. Your Apprenticeship will commence from **25-Jul-22** to **24-Jul-23** and you will be based at our **Pune** establishment.
2. As an Apprentice you will not be the company employee hence you will not be entitled to salary and or benefits that the permanent company employee receive.
3. During your Apprenticeship, you will be paid **INR. 45,000 (Forty-Five Thousand)** per month as stipend. Upon completion of your Apprenticeship period, you will be issued a certificate based on your performance and conduct during this period.
4. You will be required to sign a Confidentiality and IPR Agreement, as applicable effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your Apprenticeship. A copy of the Confidentiality and IPR Agreement can be provided to you as applicable, if you so request.
5. Your Apprenticeship may be terminated by the Company at any time without assigning reasons by giving by 30 days' notice. Similarly, you are also require to give 30 days' Apprenticeship termination notice.
6. During your Apprenticeship, as per the Company policy, you will be entitled to the benefits as applicable to the Apprentice.
7. Your breach of any of the terms of this letter or any other agreement signed by you with the company, or your breach of the Company code of conduct, policies, rules, regulations and procedures, or The company finds your performance unsatisfactory during any period of Apprenticeship in the discharge of duties assigned to you, or any act or omission by you that may have the effect of injuring the reputation or business of the company or causing loss to the company, or your failure to comply with the instructions specified in Annexure A hereto,

Dassault Systemes Global Services Private Limited (Formerly known as 3D PLM Global Services Pvt. Ltd.)
Corporate Office: IT09 Building | 4th Floor | Blue Ridge Qubix SEZ | Rajiv Gandhi Infotech Park, Hinjawadi | Pune 411057 | INDIA | Tel. no.: +91 (20) 6690 1000

Regd. Office: Plot No. 15B | Pune Infotech Park | M.I.D.C. | Phase-1, Hinjewadi | Taluka Mulshi | Pune MH 411 057 | India | Tel. no.: +91 (20) 6793 6600 | Fax no.: +91 (20) 6675 0827
CIN: [U72900PN2014PTC197626](#) | www.3ds.com



or your unauthorized absence from work; or your insubordination; or your misconduct. In the event of such circumstances, your Apprenticeship shall be terminated without giving any notice.

8. Please acknowledge your acceptance of offer by signing and returning the duplicate copy of this letter. You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Sonali Lad** to complete the joining formalities and carry the documents as listed in [Annexure A enclosed herein](#).

Dassault Systemes Global Services Private Ltd. (Formerly known as 3D PLM Global Services Pvt. Ltd.), Flagship Infrastructure (P) Ltd., SEZ, S. No. 123, Fourth Floor at Building IT09, Rajiv Gandhi InfoTech Park, Phase –I, Hinjewadi, Pune- 411 057

We understand that you may have queries during your joining period. We would encourage you to contact **Vaibhav** (on Email ID: Vaibhav.KARPE@3ds.com/ Tel: 8956559695).

We hope that your Apprenticeship with the Company will be successful.

With best regards,

For Dassault Systemes Global Services Private Ltd.,

Shirish Bavdekar
Head – Talent Acquisition



Annexure A
MANDATORY LIST OF DOCUMENTS

Please carry the original documents along with a photocopy on your Date of Joining. Originals will be returned after verification on the same day:

- 1) Educational mark sheets & certificates –
 - (i) 10th mark sheet
 - (ii) 12th mark sheet
 - (iii) Graduation – Semester mark sheets & certificates
 - (iv) Post Graduation - Semester mark sheets & certificates
 - (v) Any other certificates
- 2) Bonafide letter from College
- 3) No objection letter for Apprenticeship from College
- 3) Address proof (Any one): Passport/ Rent agreement /Light bill /Aadhaar card
- 4) Aadhaar card
- 5) Doctor's Certificate in original which must mention the following:
 - (i) Certificate Date (not more than one week prior to date of joining) ,(ii) Your Full Name
 - (iii) Your Age, (iv) Certification that you are of sound physical and mental health and also that you are not suffering from any contagious disease. (v) Blood group.
- 6) Four passport size color photographs

Re: Magna Electronics: Job offer for 2022 batch interns

Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in> Thu, Jun 9, 2022 at 12:30 PM
To: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, faculty@mitaoe.ac.in, staff@mitaoe.ac.in
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>, "Dr. Sunita Barve" <deputydirector.ar@mitaoe.ac.in>, All non School Deans <alldeans@mitaoe.ac.in>, "To:" <schooldeans@mitaoe.ac.in>, Amit Nagarale <avnagarale@entc.mitaoc.ac.in>, Amit Nagarale <avnagarale@mitaoe.ac.in>, Jayant Patkar <jdpatkar@mitaoe.ac.in>, Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "G.B.PHAD" <gbphad@admin.maepune.ac.in>, Vikas Singh <vssingh@mitaoe.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>

Dear All,

Greetings of the day.

Campus placement 2022 batch -

Internship cum placement opportunity (through SLIP) -

Industry exposure and students effort during internship work for a semester has helped them to get full time employment.

Let's congratulate the selected students, and their faculty & staff mentors.

FYKI, record and further necessary action, please.

Thanks.

Dr. Shitalkumar A Jain
CRPC

On Thu, 9 Jun, 2022, 12:04 PM Anil Kumar Pacha, <anil.pacha@mitaoe.ac.in> wrote:

Dear All,

Magna Electronics has offered permanent employment positions to the following 2022 batch E&TC / ETX students who are doing 6 months internships with the company:

S. No.	Name of student
1	Vijay Talekar
2	Rupali Bharat Patil
3	Ashish Anil Kale
4	Virendra Sanjay Avhad
5	Meghraj Sonawane

Remuneration offered by the company is Rs. 6.00 Lacs per annum CTC. The company has already issued the offer letters to the students directly.

Note: These students are also having an employment offer from the campus recruitment processes as well.

Regards,

Anil Kumar Pacha
Training & Placement

Fwd: Magna Electronics : Campus Selections_2022 batch

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

Mon, Nov 14, 2022 at 4:26 PM

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

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

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

From: **Khandagale, Aparna** <Aparna.Khandagale@magna.com>

Date: Mon, Jul 11, 2022 at 10:58 AM

Subject: RE: FW: Hiring Fresher : Magna Electronics : Pune : System Testing

To: Anil Kumar Pacha <anilpacha@gmail.com>

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

Dear Sir,

PFB list of selected students, Offer is in process for below students-

First Name	Middle Name	Last Name
Bhagyesh	Bhagwat	Joshi
Ganesh	Uttam	Kelgandre
Mahesh	Shankar	Ganganmale
Mandar	Dipak	Dabhade
Jaideep	NA	Aher
Manik	NA	Dhawan
Nikhil	Parshuram	Marathe
Om	Vinod	Bhoyar
Prathamesh	Nagesh	Varashetti
Shreya	Changdev	Jawane

Subhashsingh	NA	Rajpurohit
--------------	----	------------

Regards,

Aparna

From: Anil Kumar Pacha <anilpacha@gmail.com>

Sent: 24 June 2022 15:27

To: Khandagale, Aparna <Aparna.Khandagale@magna.com>

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

Subject: Re: FW: Hiring Fresher : Magna Electronics : Pune : System Testing

WARNING: This e-mail originated from outside of Magna. Be cautious with links and attachments.

Dear Ms. Aparna,

Thank you for your mail along with the shortlist.

As desired, please find attached herewith the resume of the shortlisted students.

Students have completed their final exams and they are available for the interviews on the 2nd and 3rd of July. Hope these interviews will be conducted online / virtual mode.

Please let us know the exact schedule, to enable us to inform the students.

Regards,

Anil Kumar Pacha

Training & Placement Officer

MIT Academy of Engineering, Pune

Ph: 9923062509

Email: anil.pacha@mitaoe.ac.in

On Fri, Jun 24, 2022 at 1:20 PM Khandagale, Aparna <Aparna.Khandagale@magna.com> wrote:

Hello Sir,

PFA list of shortlisted students.

We are planning interviews on next weekend i.e 2nd and 3rd July Sat and Sunday.

Please share resumes with us and also please confirm students availability for next weekend.

Regards,

Aparna

From: Dewangan, Vivek <Vivek.Dewangan@magna.com>

Sent: 22 June 2022 20:24

To: Khandagale, Aparna <Aparna.Khandagale@magna.com>; Kota, Phani <Phani.Kota@magna.com>

Cc: Momin, Ambreen <Ambreen.Momin@magna.com>; Patil, Vrushali <Vrushali.Patil@partner.magna.com>

Subject: RE: Hiring Fresher : Magna Electronics : Pune : System Testing

Hi Aparna,

Attached shortlisted candidates

Vivek Dewangan

Manager – System Verification

MAGNA ELECTRONICS, PUNE

OFFICE +91-20-67181300

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Subject: FW: Hiring Fresher : Magna Electronics : Pune : System Testing

Hi Phani / Vivek,

PFA student details from MIT Pune.

Regards,

Aparna

From: Anil Kumar Pacha <anilpacha@gmail.com>

Sent: 22 June 2022 12:36

To: Khandagale, Aparna <Aparna.Khandagale@magna.com>

Cc: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>; Patil, Vrushali <Vrushali.Patil@partner.magna.com>

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Dear Ms. Aparna,

With reference to the earlier emails, please find attached herewith the updated list of students applied for your 2022 batch campus hiring. (total number of students: 70)

Please discard the earlier list and consider this updated one for the further selection process.

Please let us know further process details.

Thanking you,

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Nikhil	Parshuram	Marathe
Om	Vinod	Bhoyar
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To: Kota, Phani <Phani.Kota@magna.com>; Dewangan, Vivek <Vivek.Dewangan@magna.com>

Cc: Momin, Ambreen <Ambreen.Momin@magna.com>; Patil, Vrushali <Vrushali.Patil@partner.magna.com>

Subject: FW: Hiring Fresher : Magna Electronics : Pune : System Testing

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PFA student details from MIT Pune.

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Training & Placement Officer

MIT Academy of Engineering, Pune

Ph: 9923062509

Email: anil.pacha@mitaoe.ac.in

Fwd: Magna Electronics : Campus Selections_2022 batch

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

Mon, Nov 14, 2022 at 4:26 PM

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

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

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Jaideep	NA	Aher
Manik	NA	Dhawan
Nikhil	Parshuram	Marathe
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OFFER AND APPOINTMENT LETTER

July 14, 2022

Mahfooz Akhter
Sultanganj, Katra Mandai,
Sampatchak, Patna, Bihar- 800006

Dear Mahfooz,

Further to our discussions, we are pleased to offer you [full time / fixed term contract based] employment with **Explarity Solutions Private Limited**, hereafter referred to as the “**Company**” or “**Employer**”, a Company incorporated under the Companies Act, 2013 with CIN: U72900PN2019PTC187147, having a place of business at office#210, Pride Purple Square, Bldg “A” 2nd floor, Wakad Pune 411057

Please note that the validity of our offer under this Letter is conditional upon receipt of your acceptance of this Letter by the date provided herein, post which it will automatically lapse.

Once signed by you, this Letter will confirm your acceptance of the following terms and conditions:

1. Title:

Your title will be **Associate Software Engineer** and you will report to **TBD** or any such other person as assigned to you by the company. You will currently be required to work-from-home and further be required to comply with the work-from-home policy of the Company / client from time to time.

2. Effective Date and Induction

- 2.1. Your employment is to begin effective as of **July 18th, 2022** except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in **Section 18** prior to your joining. In any event if you fail to join the Company on the date provided above, this offer will stand nullified.
- 2.2. Once you are part of the team, the Company management will initially provide a period of onboarding to familiarize you with the Company’s procedures and processes.

3. Remuneration and Benefits

- 3.1. Your annual base cost to the Company inclusive of benefits will be **INR 6,00,000 annually** which shall be paid monthly in accordance with the Company’s standard payroll practice (“**CTC**”). The detailed break-up of your compensation is provided in **Annexure B**.
- 3.2. You may be eligible to participate in or receive statutory and other benefits, as may be offered by the Company to similar employees from time to time. The employee benefits program is additional to the statutory benefits that you are entitled to under the laws applicable to your employment with the Company. The Company reserves the right to amend, modify, supplement or rescind any of its benefit programs at any time and at its sole discretion.
- 3.3. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

- 3.4. In case of any change in applicable law, the Company reserves a right to adjust the salary components within the then existing CTC to the Company to ensure that the payments are made in compliance with law.
- 3.5. The Company may from time to time deduct any statutory deduction or withhold tax as may be required by applicable laws.

4. Probation and Bond clause:

You will be under an employment bond for a period of 18 months from the start date of employment with the company. You will have to pay a sum of INR 2,00,000 (INR Two Lakh only) to the company if you wish to break the bond only with prior notice and approval from the respective manager. This amount will be recovered towards Comprehensive Boot Camp Training Programme expenses.

You will be on a probation period of initial [6] months but may this be extended or confirmed earlier based on your performance and at your manager's discretion. Upon successful completion of your probation period you will be confirmed as a regular employee. The Company however shall have the right to terminate your employment without notice or payment in lieu thereof, if you are found guilty of violating all or any terms of clause 10 of this Letter below.

5. Annual Leave

- 5.1. You will be entitled to a fixed amount of paid leave which are governed by the relevant Company's policy, as applicable from time to time. A copy of the policy will be provided to you on joining.

6. Reporting and Accountability

- 6.1. This is a full-time position, and you will be expected to devote substantially all your working time and ability to the performance of your duties.
- 6.2. The Company would contract your services to its client AGDATA LP, a Delaware corporation, having its registered office at 6801 Morrison Blvd., Suite 100, Charlotte, North Carolina 28211 or its Indian subsidiary ("AGDATA") during the term of your employment. The Company may also transfer your employment on same terms to AGDATA by providing you written notice.
- 6.3. You are also expected to refrain from any other employment or outside activity that might interfere with your duties to the Company or its client or create a potential or actual conflict of interest, with or without remuneration.
- 6.4. You shall perform any such duties diligently and faithfully as are incidental or implied and consistent with your relevant experience, training and qualifications or may be reasonably delegated as being in the best interest of the Company and its client.
- 6.5. You agree to use all tools provided by the Company and its client for professional purposes only. Internet and email access are provided to you as business communication tools for appropriate internal and external business uses. Generation, transmission, or storage of potentially offensive information is not allowed. You also agree to always act in the interest of the Company and its client. Should you not respect this requirement of professional use, the Company and/or its client will have a right to take disciplinary action which may lead up to and including termination of employment.
- 6.6. During the period of your employment, you shall be governed by all the applicable Company and/or the client's rules, regulations, policies, procedures, and notices that are in force currently and that may come into force from time to time and they shall form basis of your employment and shall govern all matters whether specified herein or not, including on matters such as designation, working hours, emoluments and the structure thereof, etc. the Company's / its client's decisions on all such matters will be final and binding on you. Any subsequent variations by the Company / its client to any terms, conditions, rules, or

regulations generally governing the members of the staff will prevail and be applicable to you. Violation of such policies could lead to disciplinary actions up to and including termination of employment.

7. Hours of Work

- 7.1. You will be required to work for 9 hours per day starting from Monday through 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.
- 7.2. Depending on client requirement or project exigencies your working hours / work days may be modified/alterd from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.
- 7.3. You may also be expected to travel to other locations and at times outside of your official working hours. You may at any time be called upon to perform other than your normal duties which in the opinion of the Company /its client are within your capacity to discharge and you will forthwith undertake these duties with due care and diligence.
- 7.4. During the period of your employment, depending on the Company's requirement, the Company may, at any time, depute or transfer you to any location where the Company or its client have its establishment. In such an event, you shall be entitled to allowances in accordance with the internal policies of the Company and/or its client.

8. Consent Regarding Personal Data

- 8.1. This clause relates to the personal data that you may be requested to provide in connection with your employment. Personal data includes any information related to a natural person that is, in combination of other information or otherwise, is capable of identifying such person notably including financial information such as bank account or credit card or debit card or other payment instrument details, physical, physiological and mental health condition, sexual orientation, medical records and history, biometric information, any information or detail relating to previous employment details, educational qualifications and criminal record ("**Personal Data**").
- 8.2. You hereby understand and consent to the Company and its client, without any reservations, to (i) collect any of your Personal Data or other data from your last employer or through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your employment with the Company and contracting with the client or any matters arising from such employment, and (iii) sharing such data with any outside agencies or third parties including the Company's client for verification and validation of this information, processing in relation to employment or matters arising from such employment, or in compliance with the Company's contractual or statutory obligations.
- 8.3. You may withdraw the consent by informing the Company's designated representative in writing. You also consent and accept that if such withdrawal of consent affects the purpose for which your Personal Data was sought, the Company/its client reserves the right to take steps as it deems appropriate. You understand that this consent is obtained by the Company to ensure compliance of the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 and any successor laws regarding the subject.

9. Changes in Personal Details

Any change in your residential address, telephone numbers, marital status, and academic qualifications should be notified in writing to the Company. All communication will be addressed to you on the last address notified by you and it will be presumed that you have received such communication addressed to you

10. Termination/resignation

10.1. Termination:

- 10.1.1. This offer of employment is subject to reference and background checks to be conducted by the Company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the Company, the Company shall be entitled to terminate your employment with immediate effect, without notice or salary in lieu thereof.
- 10.1.2. The Company reserves the right to terminate your employment with/without notice and without payment of severance, forthwith, “for cause” which shall include the following:
- a) you have been found guilty of any misconduct, indiscipline, insubordination after due enquiry by the Company;
 - b) you have violated any of the terms of this Letter or Company’s Policies and Procedures;
 - c) you have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to the Company;
 - d) you have suppressed any information or submit false information with the view to obtain employment in the Company;
 - e) you are charge sheeted or convicted for any offence under any law for the time being in force in any jurisdiction, including filing of a first information report;
 - f) you commit any act detrimental to the interest of the Company or any of its clients or employees;
 - g) you abstain from work for 3 (three) working days without informing the Company; or
 - h) you are in breach of any of the provisions of **Annexure A**.
- 10.1.3. On termination of your employment for whatever reason, you will return to the Company or its client without delay all assets belonging to the Company or its client as the case maybe, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to the Company / its client or relating to its business affairs or dealing which are in your possession or under your control. At the Company’s option, you agree to provide a written certification of your compliance with this clause. Further, you agree to sign a termination certificate in accordance with Company’s policies and procedures, which will reaffirm your compliance with your post-termination obligations including return of Company’s property and compliance with the provisions of **Annexure A** and releasing Company from all claims, liabilities and obligations.

10.2. Consequences of Termination:

Upon termination:

- 10.2.1. you shall automatically cease to hold all offices held by you;
- 10.2.2. you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you;
- 10.2.3. you shall promptly return to the Company and the Company shall be entitled to reclaim, all property of or relating to the business of the Company which is in your possession or control, including without limitation Company/client-provided laptop, hardware, software, telephone, mobile, credit cards, access cards and any documents, manuals, data, files, books, audio tapes, video tapes, discs, records and information relating to the business of the Company or its clients, subsidiaries or affiliates and any other knowledge databases of the Company or its client which are in a tangible form, records and all other documents containing Confidential Information in a tangible form, the Intellectual Property of the Company and any letter of authority or power of

attorney issued to the Employee, shall be surrendered by the Employee to a person duly authorized by the Company or at the request of the Company be destroyed by an authorized person of the Company. The Employee shall handover to the Company or its client one copy of and then destroy all other copies of such documents, manuals, records and information that are in electronic form and shall if required, certify the fact of such handover and destruction to the Company. The Company reserves the right not to relieve you from employment in the event any such property, documents or information has not been properly handed over by you to the Company or destroyed as required above; and

10.2.4. you shall be deemed to have resigned from all roles then held with the Company and all powers and authorizations including any powers of attorney granted, to the Employee by the Company shall subject to applicable law stand revoked automatically without any further act of any Party with effect from the date of termination. You shall submit such documents as required by the Company to intimate the statutory authorities regarding cessation of employment of the Employee with the Company.

10.2.5. It is understood that the Company shall not be obliged to make any further payment to you beyond the amount of any unpaid compensation under this Letter or as mutually agreed between us, and under applicable laws. Further, the termination of employment under this Letter shall be without prejudice to any right that the Company may have in respect of any breach by you of any of the provisions of this Letter, which may have occurred prior to such termination.

11. Invention Assignment and Confidentiality Agreement:

You shall also be required to comply with the provisions of **Annexure A**. The terms and conditions of **Annexure A** shall survive perpetually even after the termination of your employment.

12. Indemnification

The employee hereby agrees to indemnify the Company from and in respect of all reasonable fees, costs and expenses, including legal fee incurred in connection with or resulting from any claim, action, or demand (including physical damage caused to the Company's property) against the Company that arises out of or in any way relates to breach of the terms of this Letter and/or any policies of the Company, negligence, fraud, professional misconduct or willful default on the part of the Employee during the course of employment with the Company or arising out of any breach of any representations, covenants and other terms of this Letter by employee.

13. Other terms and conditions:

13.1. **Severability:** If any provision of this Letter shall be found to be unenforceable, invalid or illegal for any reason (including any change in applicable law), the enforceability of other provisions hereof shall be unaffected by such unenforceability or invalidity or illegality. The illegality, invalidity or unenforceability of any provision in any particular circumstance shall not affect its legality, validity or enforceability in other circumstances. The Company and you further agree that the court may modify any provision to make it valid and enforceable.

13.2. **Successors and Assigns:** The Company will have the right to transfer and assign this Letter and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This Letter is personal to you and you will not be entitled to transfer or assign it in whole or in part.

13.3. Miscellaneous:

13.3.1. Headings are for ease of reference only and do not affect the meaning of the agreement set out in this Letter. Unless expressly indicated otherwise, references to monetary amounts are references to an amount expressed in the currency of India.

13.3.2. This Letter supersedes any prior oral or written agreements between the Parties relating to the Employee's employment with the Company. Further this Letter, together with the schedules and

appendices, constitute the entire agreement between Parties. This Letter can only be modified in writing, signed by both the Parties.

- 13.3.3. The expiry or termination of this Letter is without prejudice to the rights of each Party that have accrued prior to such expiry or termination. The right of each Party to terminate this Letter in accordance with the provisions hereof are without prejudice to the other rights and remedies of such Party under law, contract or equity.
- 13.3.4. The Employee will be governed by all the company's policies, rules, procedures and guidelines that are in force now and also those, which may come into force from time to time even if they are not individually notified to the Employee in writing. The Company has sole and absolute right to change any of its policies, rules, procedures and guidelines at any time to meet exigencies of business.
- 13.3.5. The Parties acknowledge and agree that the foregoing, together with the additional obligations in **Annexure A**, accurately describes the relationship that the Employee is willing to enter into with the Company and both the Parties agree that this Letter is fair and reasonable.
- 13.3.6. The Employee agrees to thoroughly familiarize themselves with and comply with all the Company's policies, rules, procedures and guidelines in place from time to time.

14. List of Documents

14.1. You may be required to bring the following documents listed below at the time of reporting for employment with the Company:

- a) Certificates supporting your educational qualifications along with marks sheets (10, 12, Graduation, Post-Graduation, Course Certifications)
- b) Your latest salary-slip or salary certificate (Originals)
- c) Your relieving letter from your present organization
- d) Experience letter from your present organization
- e) Form 16 or taxable income statement duly certified by previous employer (Statement showing deductions & Taxable Income with break-up) (Originals)
- f) Four passport size coloured photographs
- g) Valid Passport (Optional)
- h) **Identity Proof: (Any One)**
 - (i) Passport
 - (ii) AADHAR Card
 - (iii) Voter's card
 - (iv) Driving License
- i) **Current and Permanent Address Proof – (Any One)**
 - (i) Electricity bill
 - (ii) Telephone bills
 - (iii) Corporation tax receipt
- j) **Date of Birth Proof – (Any One)**
 - (i) Birth Certificate
 - (ii) School Leaving Certificate
 - (iii) HSC Certificate

14.2. Please carry all the originals for validation. In case, you fail to submit such document within the time specified hereinabove, the Company shall have the right to terminate your employment with immediate effect without setting off any amount due from the Company to you.

By accepting this offer, you acknowledge and agree that this Letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable. The Parties acknowledge, accept and understand this Letter by signing below and by putting the Employee's initials on all the pages of this Letter. By accepting this Letter, the Employee confirms that there are no contractual or other legal impediments, which may prevent the Employee from commencing the employment with the Company.


You should communicate your confirmation of the terms to the Company within two (2) days of the date of this Letter.

We look forward to having you on board.

Thanking you for your cooperation.

Very truly yours,

For Explarity Solutions Private Limited


(14-JUL-2022)

.....
Name: Ravindra Pappu

Designation: Director of Technology Operations

Declaration

Agreed to and accepted:

The foregoing accurately reflects my understanding of the terms and conditions of my employment with **Explarity Solutions Private. Limited** (the “**Company**”), and I wish to accept employment with the Company on such terms. I have not relied upon any other promises, understandings or representations in choosing to accept employment with the Company. I understand and agree that any changes in the terms of employment described in this Letter must be set forth in a written instrument signed by the Company’s Chief Executive Officer/Director.

Mahfooz Akhter

Date:

ANNEXURE A**Invention Assignment and Confidentiality**

The following additional material terms and conditions of the employment are incorporated into the Letter in this **Annexure A**. Each of the Parties hereby agree to be bound by these terms to the same degree and manner as all terms of the Letter.

1. No Conflict of Interest:

- a) The Employee represents and warrants that they have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of this Letter (including the schedules and annexure), or which would preclude them from fully performing their job responsibilities for the Company.
- b) The Employee represents that their performance of all the terms of this Letter and as an Employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by the Employee in confidence or in Company prior to their employment by the Company, and the Employee will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others.
- c) During the employment with the Company, and for a period of 24 (twenty four) months after the Employee's resignation or termination of employment, the Employee agrees not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to the Company's or which in any way otherwise competes with the Company. While the Employee is employed by the Company, they also agree not to become a director of any company or business, without the Company's written consent. The Employee agrees that they will also adhere to all of the Company's standards and policies in effect from time to time. If the Employee ever have any questions about these standards or policies, they will discuss them openly with their manager or with the Human Resources department of the Company.
- d) The Employee shall avoid actual or apparent conflicts of interest, including without limitation, any personal interest outside the Company, which could be placed ahead of your obligations to the Company. The Employee also agrees to abide by all existing and future laws of India, laws of any other country which may be applicable in discharge of your duties and functions for the Company and Company's own internal rules and regulations and policies and practices, as introduced and amended from time to time.

2. Confidential Information:

- a) Confidential Information includes without limitation any data or information that is proprietary to the Company and not generally known to the public, whether in tangible or intangible form, whenever and however disclosed, including, but not limited to:
 - (i) Any marketing strategies, plans, financial information, or projections, operations, sales estimates, business plans and performance results relating to the past, present or future business activities of the Company, its Affiliates, subsidiaries, parent, holding companies and group companies;
 - (ii) Business related functions, business systems, processes and services, customer details, trade secrets, know how, proprietary information, business strategies relating to the business of the Company and its group companies;
 - (iii) Plans for products or services, and customer or supplier lists;
 - (iv) Any technical information, invention, design, process, procedure, formula, improvement, technology or method;
 - (v) Any concepts, reports, data, know-how, works-in-progress, designs, development tools, specifications, computer software, source code, object code, flow charts, databases, inventions,

- information and trade secrets;
- (vi) Information transmitted either directly or indirectly, in writing, orally, visually, documents (e.g. data room, e-mails, video terminal display), by inspection of tangible materials or documents (including, without limitation, information in the nature of documents, financials, prototypes, samples, media, documentation, drawings, discs and code, accounting and marketing information, analyses, forecasts, predictions or projections, as well as technical information, software, demonstration programs, routines, computer systems, techniques, records, files, memoranda, drawings, plans, price lists, or other account information, trade secrets, trademarks, trade names, patents, know how, and/or other intellectual property and information relating to the facilities, business opportunities, financial schemes, financial summaries, including but not limited to names, phone numbers, addresses, e-mail addresses, order history, order preferences, chain of command, pricing information and other information identifying facts and circumstances specific to the customers of the Company, list of actual or potential service recipients, suppliers, and all data, reports, analyses, compilations, studies, documents or other material derived by, prepared or developed on the basis of such information). Confidential information shall include, without limitation, any materials marked or not marked as confidential, and any summaries or reports, carried out or prepared by the Employee on the basis of the Company's information (including any part thereof) shall also be considered Confidential Information. Confidential Information shall also include notes, memoranda, analysis, reports, compilations, studies, derivatives or such other information prepared or referred to by the Employee that contain and/or are based on and/or are in relation to the Confidential Information. The existence and contents of this Letter, the purpose of this Letter, and any discussion regarding the purpose shall also be treated as Confidential Information; and
- (vii) Any other information that should reasonably be recognized as confidential information of the Company. Confidential Information need not be novel, unique, patentable, copyrightable or constitute a trade secret in order to be designated Confidential Information.
- b) The Employee agrees and acknowledges that they have an absolute duty, both during and after their employment, to maintain and safeguard the Confidential Information of the Company which they are entrusted with or exposed to during their employment with the Company. The Employee agrees that the Confidential Information is the property of Company and they will hold it in trust for the Company's benefit. The Employee may be required to sign additional documents which record this commitment on their part.
- c) The Employee agrees to make and maintain adequate and current written records, in a form specified by the Company, of all inventions, trade secrets and works of authorship assigned or to be assigned to the Company pursuant to this Letter.
- d) The Employee agrees that during their employment by the Company, they will not remove any Company documents and materials from the business premises of the Company or deliver any Company documents and materials to any person or entity outside the Company, except as they are required to do in connection with performing the duties of their employment.
- e) Upon the termination of the Employee's employment (for whatever reason and howsoever arising):
- (i) the Employee will not use Confidential Information, as defined herein, for their benefit or disclose it to any others without the Company's prior written permission.
 - (ii) the Employee agrees to deliver promptly to the Company, at the Company Offices in India, as at the time established, all manuals, tapes, disks, letters, products and product samples, equipment, lists, notes, business records, and all other material which contain or relate to Confidential Information.
- f) The Employee agrees that the Company has the right to withhold payments due to the Employee's or take other action permitted under applicable laws to ensure the protection and return to the Company of such property as described in this clause.

3. Disclosure of inventions to the Company:

- a) The Employee will promptly disclose in writing to their immediate manager or to such other person designated by the Company all “Inventions,” which includes, without limitation, all software programs or subroutines, source or object code, algorithms, improvements, inventions, works of authorship, trade secrets, technology, designs, formulas, ideas, processes, techniques, know-how and data, and business methods whether or not patentable, made or discovered or conceived or reduced to practice or developed by the Employee, either alone or jointly with others, during the term of their employment.
- b) The Employee will also disclose to the Company all Inventions made, discovered, conceived, reduced to practice, or developed by the Employee within six (6) months after the termination of their employment with the Company which resulted, in whole or in part, from their employment by the Company. Such disclosures will be received by the Company in confidence (to the extent such Inventions are not assigned to the Company pursuant to clause 4 below and do not extend the assignment made in clause 4 below).
- c) The Employee irrevocably appoints the Company to be their attorney in their name and on behalf of the Employee to sign, execute or do any instrument or thing, and generally to use the Employee’s name for the purpose of giving the Company or its nominee the full benefit of the provisions of this clause 3.
- d) The Employee hereby unconditionally and irrevocably waive all their moral rights in respect of any acts of third parties done with the authority of the Company in relation to any Inventions which are the property of the Company by virtue of this clause 3.
- e) All rights under this clause 3 in respect of Inventions made or discovered by the Employee during their employment will continue in full force and effect after the termination of their employment and will be binding on their personal representatives.

4. Assignment of inventions to the Company:

The Employee agrees that all Inventions which is made, discovered, conceived, reduced to practice or developed (in whole or in part, either alone or jointly with others) by the Employee during the employment will be the sole property of the Company to the maximum extent permitted by the laws of India or the laws of the jurisdiction in which the Company may seek to enforce its rights.

5. Works made for hire:

The Company will be the sole owner of all patents, patent rights, copyrights, trade secret rights, trademark rights and all other intellectual property or other rights in connection with inventions that are the sole property of the Company. The Employee further acknowledges and agrees that such inventions, including, without limitation, any computer programs, programming documentation, and other works of authorship, are “works made for hire” for purposes of the Company’s rights under copyright laws. The Employee hereby unconditionally and irrevocably assigns to the Company any and all rights, title and interest the Employee may have or acquire in such Inventions. If in the course of their employment with the Company, the Employee incorporates into a Company product, process or machine a prior invention owned by the Employee or in which the Employee has interest, the Company is hereby granted and will have an exclusive, royalty-free, irrevocable worldwide license to make, have made, modify, use, market, sell and distribute such prior invention as part of or in connection with such product, process or machine. The Company will have the power to grant such assignments or sub-licenses of the said worldwide license as it will in its sole discretion deem fit.

6. Non-competition:

- a) The Employee agrees that, for a period of two (2) years following termination of their employment with the Company, they will not, within India or the Pacific rim, whether as an employee, sole proprietor, consultant, advisor, partner, shareholder or otherwise in any other capacity, engage in any business which would be competitive with the Company’s activities or involve in any way the products, techniques, services or methods employed by the Company or that the Company offers to

Customers as defined in clause 7 (as set out below) of this Letter. The Employee further agrees that during this period they will not engage in the solicitation of business of the same or similar nature to that of the Company from any individual, firm or company who was a customer of the Company during the last twelve (12) months of their employment, with whom the Employee had direct contact professionally.

- b) The Employee agrees and acknowledge that it is reasonable and fair that the Company's business interests in this geographic market are protected through this restriction against competition and that their compensation also covers their acceptance of these terms.
- c) The Company will treat any request that the Employee may send to the Company, seeking a waiver of this non-competition covenant in a fair manner so as not to create an undue burden on the Employee while adequately protecting the Company's interests.
- d) The Employee agrees that in the interests of advancement of the business, during the term of the employment, Employee shall work exclusively for the Company and shall not during this period, directly or indirectly, engage or be interested (as an owner, stockholder, director, officer, employee, salesperson, agent, broker, partner, individual proprietor, lender, trustee, consultant, or otherwise), either individually, or in, or through any person, in any other business, which undertakes, anywhere in India or elsewhere, any activity, which is competitive with, or detrimental to the interests of the Company or its affiliates' current or planned business activity, without the prior written consent of the Company. The Employee understands and agrees that the Company may withhold such consent at its sole discretion. It is hereby agreed to by the Employee that this restriction is reasonable and just, and that he will voluntarily abide by it.
- e) The Employee hereby agrees and undertakes that during the term of the employment he shall not (except in connection with your obligations under this Letter) carry on any business which competes with the business of the Company or is similar to the business undertaken by the Company ("**Restricted Business**") and in connection therewith shall not, directly or indirectly, either individually or in partnership with, as part of a joint venture with, or as a shareholder or officer or employee or otherwise, except without the prior written consent of the Company:
 - (i) own, manage, operate, join, establish, develop, carry on, or participate in the ownership, management, operation or control of, or be otherwise connected in any manner with, or assist in carrying on or be engaged in, any business that is the same or similar to the Restricted Business in part or in whole and/or which competes with the Restricted Business in any manner whatsoever, including, without limitation, as an employer, employee, owner, partner, consultant, adviser, principal, agent, stockholder, member, trustee or proprietor, or otherwise;
 - (ii) render any services or advise, assist, aid in establishing, managing, operating, providing or developing or act as consultant or professional advisor to any Person engaged in any activity which is the same as and/or similar to the Restricted Business in part or in whole and/or which competes with the Restricted Business, either on its own account or on behalf of any other Person whether as an agent, licensee, advisor, consultant or under any other relationship;
 - (iii) provide any technical Know-how, expertise or any information (including any Confidential Information or information relating to the Intellectual Property of the Company) in any manner or form whatsoever for the purpose of and/or relating to the manufacturing, selling, supplying, marketing or distributing of products or services constituting part of any business anywhere in India that is the same as and/or similar to the Restricted Business in part or in whole or which competes with the Restricted Business;
 - (iv) deal with the clients, customers, suppliers of goods or services, agents, consultants, contractors of, or any other person who has a business relationship with the Company or its affiliates in any manner which may directly or indirectly adversely affect the business of the Company or its affiliates; or
 - (v) accept approaches from any suppliers or customers of the Company with whom the Employee has had contact as at the date of termination of the Employee's employment with the Company if the result is that their business with the Company ceases or reduces; or

(vi) render services which would require the Employee to reveal, base judgements upon, or otherwise use any Confidential Information or Intellectual Property of the Company;

7. Customers:

For purposes of this Letter, "customer" means any person or organization which within three (3) years preceding the date of the termination of the Employee's employment, has received a proposal or bid from the Company, or has received products or services from the Company, with or without charge.

8. Non-solicitation of employees:

a) The Employee covenants, undertakes and agrees that during the term of employment, he will not, except with the prior written consent of the Company, directly or indirectly:

- (i) attempt in any manner to solicit business from (a) any current or potential customer of the Company or its affiliates, or (b) any person, firm, association or corporation or other entity, which the Employee contacted or otherwise dealt with on behalf of the Company;
- (ii) attempt to persuade any person, firm or entity, which is a current or potential customer, or is a supplier or partner or prospective supplier or partner of the Company, with whom the Employee had contact or dealings as at the date of termination of the Employee's employment with the Company, to cease doing business or to reduce the amount of business which any such customer has customarily done or might propose doing with the Company or of its affiliates; or
- (iii) employ, solicit, incite, canvass or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any of its affiliates (including any person who was an employee at any time during the preceding six (6) calendar months) during the employment with the Company and for two (2) year thereafter and hereby agree to promptly provide the Company information on any employees/ex-employees contacting the Employee for employment opportunities during the said two (2) year period.
- (iv) Further, the Employee shall not solicit, incite or in any other way encourage other employees of the Company or any of its affiliates to terminate their respective contracts of employment with the Company.

b) If any provision contained in this clause 8 and/or clause 6 shall for any reason be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions herein, but these clauses shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein. It is the intention of the Parties that if any of the restrictions or covenants contained herein is held to cover a geographic area or to be for a length of time which is not permitted by law, or in any way construed to be too broad or to any extent invalid, illegal or unenforceable, such provision shall not be construed to be null, void and of no effect, but to the extent such provision would be valid, legal or enforceable under the law, a court of competent jurisdiction shall construe and interpret or reform clause 8 and/or clause 6 to provide for a covenant having the maximum enforceable geographic area, time period and other provisions (not greater than those contained herein) as shall be valid, legal and enforceable under the law. The Employee acknowledges that the Company would be irreparably harmed by any breach of clause 8 and/or clause 6 and that there would be no adequate remedy at law or in damages to compensate the Company for any such breach. The Employee agrees that the Company shall be entitled to injunctive relief requiring specific performance for any breach of clause 8 and/or clause 6, and hereby consents to the entry thereof.

c) The Employee also agrees and acknowledges that, the Restricted Period duration and scope of the undertakings under clause 8 and clause 6 are (i) reasonable under the circumstances in which they have been given, (ii) such undertakings are necessary to protect the goodwill, trade secrets and legitimate interests of the Company, since the Employee is privy to the Intellectual Property and Confidential Information of the Company, and (iii) such undertakings are reasonable, as any breach of clause 8 and/or clause 6, if undertaken by the Employee would cause substantial loss and irreparable harm to the Company.

9. Information, Communications Technology, Privacy and Data Protection

- a) In order to keep and maintain accurate records relating to Employee's employment, it will be necessary for the Company to record, keep and process personal data relating to Employee. This data may be recorded, with or without prior notice to the Employee, kept and processed on computer and/or in hard copy form. To the extent that it is reasonably necessary in connection with employment and the performance of the Company's responsibility as Employee's employer, it may be necessary for the Company to disclose this data to others. By signing this Letter, Employee consents to the recording, processing, use, disclosure and transfer, both within India and elsewhere, by the Company of personal data relating to Employee. This does not affect Employee's rights to request copies of the personal data of which Employee is the data subject and information about how that data is processed and the parties to whom any of such information may be disclosed.
- b) Any property owned by the Company, including without limitation any computer storage media or servers of the Company; laptop and equipment provided by the Company and filing cabinets, is subject to inspection by the Company at any time without notice.
- c) The Employee hereby undertakes to comply with the Company's policies on use of telecommunication and information technology equipment, including without prejudice, telephones, mail, internet access facilities and computers. The Company shall provide information technology infrastructure, including telephones (including mobile and voicemail), e-mail and internet access and accounts for business purposes (collectively, the "**Infrastructure**"). All Infrastructure shall belong to the Company at all time and further communications through the Infrastructure shall be subject to the Company's policies.
- d) The Employee also acknowledges that for the purposes of business (including and not limited to quality control, monitoring of policy compliance): (i) communications made by or to the Employee using the Infrastructure may be monitored or recorded with or without prior notice to the Employee, (ii) agrees that personal data (including sensitive personal data) relating to the Employee and to their employment with the Company may to the extent that it is reasonably necessary in connection with their employment or the business of the Company or any of its affiliates (a) be collected, held (in hard copy and computer readable form) and processed by the Company; and (b) be disclosed or transferred to other employees of the Company, or to any other persons as may be reasonably necessary, or permitted by the law, including in the event of a potential investment or divestment proposed to be undertaken by the Company. In case of any changes in personal data, the Employee will immediately inform the Company regarding the same.

10. Intellectual Property Rights:

- a) For the Purpose of this Letter, the following terms shall have the meanings below:
- (i) "**Intellectual Property**" means all common Law and statutory rights in, arising out of, or associated with: (i) all Indian or international and foreign patents, and applications therefor and all reissues, divisions, re-examinations, renewals, extensions, provisional, continuations and continuations-in-part thereof and equivalent or similar rights in inventions and discoveries anywhere in the world, including invention disclosures; (ii) all inventions (whether patentable or not), invention disclosures, trade secrets, proprietary information, Know how, technical data and customer lists, and all documentation relating to any of the foregoing; (iii) all industrial property and industrial designs and any registrations and applications thereof throughout the world; (iv) trade names, logos, trade dress, trademarks and service marks, trademark and service mark registrations, trademark and service mark applications and any and all goodwill associated with and symbolized by the foregoing items throughout the world; (v) internet domain name applications and registrations, internet and world wide web URLs or addresses; (vi) copyrights, copyright registrations and applications therefor and all other rights corresponding thereto throughout the world; (vii) database rights, mask works, mask work registrations and applications therefor and any equivalent or similar rights in semiconductor masks, layouts, architectures or topology throughout the world; (viii) moral and economic rights of authors and inventors, however denominated throughout the world; (ix) all software; and (x) any similar or equivalent rights to any of the foregoing;


- (ii) **“Intellectual Property Rights”** means all of the following anywhere in the world and all legal rights, title or interest in, under or in respect of the following arising under law, whether or not filed, perfected, registered or recorded and whether now or later existing, filed, issued or acquired, including all renewals: (i) all patents and applications for patents and all related reissues, reexaminations, divisions, renewals, extensions, provisional, continuations and continuations in part; (ii) all copyrights, copyright registrations and copyright applications and all other corresponding rights; (iii) all mask works, mask work registrations and mask work applications and all other corresponding rights; (iv) all trade dress and trade names, logos, internet addresses and domain names, trademarks and service marks and related registrations and applications, including any intent to use applications, supplemental registrations and any renewals or extensions, all other indicia of commercial source or origin and all goodwill associated with any of the foregoing; (v) trade secrets; (vi) all industrial design rights; (vii) all moral rights; (viii) all database rights; (ix) know-how, rights in software, trade secrets, business names, distinctive sounds used to differentiate goods and services, domain names, moral rights and rights in goodwill or rights to sue for passing-off; in each case whether or not registered, and any application for them, and whether or not capable of protection; and any rights or forms of protection of a similar nature and having equivalent or similar effect to any of them which may subsist anywhere in the world; (x) rights in information technology, third party intellectual property; (xi) all other proprietary rights.
 - (iii) **“Materials”** means any and all discoveries, developments, ideas, works of authorship, technology, illustrations, artworks, photographs, materials, concepts, images, trade secrets, devices, machines, computer programs, codes, trademarks, materials, hardware, software, firmware, test procedures, formula, data, know-how, information technology, third party intellectual property, modifications, innovations, work plans, in each case, made or conceived or reduced to practice or discovered by the Employee, either alone or jointly with others, during the course of their employment (and with respect to subsection (e) below, after such employment) in which any one or more of the following is true: (a) equipment, supplies, facilities, funds, contractors, employees, information, or other resources of the Company were used; (b) it relates to or is useful in whole or in part to the business of the Company; or to the Company’s actual or demonstrably anticipated research or development or a reasonable or contemplated expansion thereof; (c) it results in whole or in part from any work performed by the Employee for the Company; (d) it was conceived or developed in whole or in part on the premises of the Company, its affiliates or its or their customers or by utilizing equipment or property of any of them; or (e) it is based upon or related to trade secrets or other Confidential Information of the Company that the Employee had access to through the Employee’s employment by the Company.
- b) The Employee agrees to promptly disclose in writing, all Materials to the Company or any persons designated by it.
 - c) The Employee hereby, assigns, conveys and transfers unto the Company, on a royalty-free basis and perpetually on a worldwide basis (or such territories as available with the Employee), all the rights, title, interest, property and benefit whatsoever in all Intellectual Property and Materials prepared or produced by or on behalf of the Employee, while acting as an employee of the Company and the right so acquired by the Company shall not lapse, even if the Company does not exercise those rights within any statutory period of time that may be prescribed by applicable law. To the extent that any such Materials and/or Intellectual Property Rights associated with such Materials may not, by operation of law, be deemed to be owned by the Company, the Employee hereby assigns to the Company absolutely and in perpetuity, ownership of all Materials and the Intellectual Property Rights related thereto. Pursuant to such assignment, all Intellectual Property and Materials developed, improved and created by the Employee shall remain the exclusive property of the Company without any entitlement to any additional remuneration or compensation. The Employee hereby confirms that he shall have no claim whatsoever to any and all Intellectual Property and Materials developed by them pursuant to their employment with the Company and the same shall vest solely with the Company. The Employee further agrees to execute such documents and perform such other acts at the Company’s request to confirm, establish or preserve the Company’s rights to such Intellectual Property. The Employee agrees that, notwithstanding the provisions of any law for the time being in force, including Indian Copyright

Act, 1957, such assignment shall not lapse in any circumstances, including on the failure of the Company to exercise the rights under the assignment for any period whatsoever. The Employee further agrees that the Company shall have the right to obtain and hold, in its own name, registrations and similar protection that may be available for all Intellectual Property Rights relating to the Materials and also to initiate any actions based on such Intellectual Property Rights.

- d) The Employee agrees to assist the Company in every proper way and execute all documents which the Company may require, to secure and, from time to time, enforce the Intellectual Property Rights relating to the Materials in any and all countries. The Employee's obligation to assist the Company in obtaining and enforcing Intellectual Property Rights relating to the Materials in any and all countries requested by the Company shall continue beyond the end of the Employee's employment by the Company, but the Company shall compensate the Employee at a reasonable rate after such termination for time actually spent by the Employee at the Company's request for such assistance.
- e) The Employee hereby irrevocably designates and appoints the Company and its duly authorized officers and agents, as applicable, as its agents and attorneys-in-fact to act for and in its behalf, and in its place and stead, to execute and file any such applications and/or documents and to do all other lawfully permitted acts, which may be necessary for the Company to perfect its right, title and interest in any Intellectual Property Rights related to the Materials or for the Company to apply for and obtain with respect to any work performed by the Employee (including applications or renewals, extensions, divisions, or continuations, improvements, derivative works), with the same legal force and effect as if executed by the Employee.
- f) If the Employee makes or discovers or participates in the making or discovery of any Intellectual Property Rights during their employment under this Letter but which is not the property of the Company under clause 10 (c), the Company shall subject only to the provisions of the Patents Act, 1970 have the right to acquire for itself or its nominee the Employee's rights in the Intellectual Property Rights on fair and reasonable terms to be agreed or settled by a single arbitrator.
- g) **Schedule 1** is a list provided by the Employee of all inventions, processes, designs, technology, information, software, documentation, illustrations, artwork, photographs, trademarks, materials, original works of authorship, and trade secrets that were made in whole or in part by the Employee prior to the commencement of the employment by the Company (collectively referred to as "**Prior Inventions**") (if applicable), which belong solely to the Employee or belong to the Employee jointly with another, which relate in any way to any of the Company's product or process, and which are not assigned to the Company by this Letter. If no such list is attached, there are no such Prior Inventions. If the Employee provides a Prior Invention to the Company or incorporates a Prior Invention into a Company product, process or machine, the Employee hereby grants to the Company a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use, import, sell and otherwise commercially exploit such Prior Invention. The Employee agrees that, notwithstanding the provisions of any law for the time being in force, including Indian Copyright Act, 1957, such license shall not lapse in any circumstances, including on the failure of the Company to exercise the rights under the license for any period whatsoever.
- h) The provisions this clause 10 shall continue in force after termination of this Letter in respect of the Materials and the Intellectual Property Rights related thereto, made or discovered during the Employee's employment under this Letter and shall be binding upon their legal representatives.

The Parties acknowledge, accept and understand above additional material terms and conditions of the employment, which are hereby incorporated into this Letter by signing below and by putting the Employees initials on all the pages of this Letter.

For Explarity Solutions Private Limited


(14-JUL-2022)

.....
Name: Ravindra Pappu
Designation: Director of Technology Operations

Agreed and Executed by:

Name:

.....

Date:

ANNEXURE B

Compensation Package

Sr. No	Compensation Break-Up	Annual (INR)
1	Basic Salary	3,00,000.00
2	Flexible Compensation Plan (FCP)	2,78,400.00
3	Employer's PF Contribution	21,600.00
a	Total Base Salary (1+2+3)	6,00,000.00
b	Gratuity – 4.81% of Basic Salary – Paid with basic while employed with Explarity	
	Total cost to company (CTC) Excluding bonus (if any)	6,00,000.00

All other terms and conditions of your employment remain unchanged.

* Please refer the FCP Break-up for your reference:

Sr. No	FCP Break Up	Annual (INR)
1	House Rent Allowance	1,50,000.00
2	Reimbursement Towards Communication Expenses (Broadband + Mobile + Telephone)	30,000.00
3	Newspaper/Periodical Allowance	14,400.00
4	Leave Travel Allowance (LTA)	24,990.00
5	Meal Allowance	36,000.00
6	Other Allowance	23,010.00
	Total FCP Plan (Sum of 1 to 5)	2,78,400.00

SCHEDULE 1**List of Prior Inventions**

OFFER LETTER

Date: 14 July 2022

Dear Ved Parag Vadake,

We are pleased to offer (“**You**”) an employment (“**Offer**”) with Bentley Systems India Private Limited, (hereinafter referred to as the “**Company**”), with effect from **Monday, 01 August 2022**.

Summary of Position:

Position Title: **Associate Software Engineer**
Department Name: **Future Talent Programs - APAC (80000600)**
Reporting Manager: **Aniksha Naik**
Work Location: **Pune**
Employment term: **Permanent**
Probation: **Six (06) months**.

*Please refer the attached annexure for detailed salary breakup

Section 1: Definitions and Interpretations:

Annual Gross Base Salary: This includes any statutory allowances, where applicable. It is payable in twelve (12) equal monthly payments in arrears after the deductions, as required under law (withholding tax, employee’s provident fund, etc.). Base salary consists of various (but not limited to) components such as Basic Pay, House Rent Allowance, Special Allowance, Children’s Education Allowance, Other Allowance, Leave Travel Allowance, Medical Reimbursement. The management reserves the rights to change the salary structure at any point of time in the future.

The salary and all other income stated above are on a **Gross basis only** and subject to income tax deductions (to be borne by You) as per the Indian Income Tax Authority, of India.

Annual OTI: The Annual On-Target-Incentive, is based on achieving “on-target performance” of both, the company & the individual and is not a guaranteed income. The OTI targets can vary per quarter and are set annually/quarterly by and to the sole discretion of the company. The award of any incentive and its amount will be at the Company’s discretion.

Annual OTE: Annual On-Target-Earnings is the sum of the Annual Gross Base Salary plus Annual OTI.

Section 2: Terms of Your Employment

1. The location of your employment shall be at the office of the Company as mentioned above. However, the Company may, at its sole discretion, second, depute, assign and/or transfer You to any other office of Company in India or overseas or to any Affiliate (*as defined under the Employment Agreement*) of the Company as it may deem appropriate. You hereby consent to any such secondment, deputation, assignment and/or transfer by the Company. In such a case, you shall also be bound by any policy of such other office or Affiliate, in existence at the date of execution of the Employment Agreement or that may be subsequently framed by the Company or the Affiliate. You may be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of his duties.
2. All other terms and conditions of Your employment, including the code of conduct, will be in accordance with the policies and procedures as contained in the employee handbook and the Employment Agreement. Copies of the above-mentioned documents will be made available to You and You are requested to read, acknowledge & understand the same.
3. You further represent to the Company that You are not a party to any non-competition, non-solicitation, employment, consultancy or other similar agreement, which in any way interferes or limits You either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this Offer.
4. The Company reserves all the rights to verify the documents / information / references provided by You at any time prior or later to the date of the execution of Your Employment Agreement with the Company and You hereby give your consent for verification. You shall sign such documents as may be required by the Company to complete the process of verification, all information provided by You must be true and accurate, otherwise the Company reserves all the rights to withdraw this Offer or terminate your Employment Agreement (as applicable).
5. You are required to treat this Offer and its contents as strictly confidential and should not disclose the same to any person or entity without the prior consent of the Company.
6. You will be eligible to receive supplementary benefits, which may be provided by the Company, details of these benefits will be provided to You by HR Department of the Company upon commencement of Your employment with the Company. These benefits can change as per the Company's discretion.

7. You are expected to report for work on the date specified to you by the Company. In case of any deviation to the same, prior approval should be sought from the Company with reasonable justification for the same.

Unless otherwise agreed, this Offer will automatically lapse and considered to be rescinded on Your failure to report on the date specified in this letter. You are also expected complete the onboarding process immediately after your joining date is confirmed with Bentley. Failure to do so, may extend your joining date with the “Company”.

We are pleased to welcome You to Bentley Systems India Private Limited and hope that our association will be a long and a mutually rewarding one.

Please acknowledge the acceptance of this Offer by responding & accepting in the body of the email. You may also attach the offer letter, signed and accepted by You. Either of the responses will be treated as an acceptance of our offer. This Offer is valid for a period of three (03) days from the date of this letter communicated to You on email, otherwise it will automatically lapse.

If You have any questions or need any help from us, please contact the undersigned at your convenience.

Sincerely Yours,



Abhishek Bhirwandekar
Manager, HR Shared Services

Name: **Ved Parag Vadake**Position Title: **Associate Software Engineer**

Components	<u>Per Annum (INR)</u>
Basic Salary	390,000
House Rent Allowance	195,000
Special Allowance	117,000
Other Allowance	78,000
Leave Travel Allowance	0
Children Allowance	0
ANNUAL BASE SALARY TOTAL (A)	780,000
ANNUAL ON TARGET INCENTIVE (OTI) (B)	0
Therefore, ANNUAL ON TARGET EARNINGS (OTE) (A+B)	780,000
Additionally:	
Miscellaneous Allowance (C)	12,000
Company's Contribution to Provident Fund (D)	46,800
Therefore, Cost to Company (CTC) A+B+C+D	838,800

Additional Benefits: Apart from the above, the Company will contribute towards:

- Gratuity payable as per Indian laws, as amended from time to time
- Group Mediciam Insurance for You, Your spouse and up to two (02) children as per our Company's existing plan.
- Accident Insurance for the colleague.
- Group Term Life Insurance for the colleague.
- **Retention Bonus:** You shall be eligible to receive Retention Bonus payable by the Company at Company's sole discretion, for an amount equivalent (in INR) to USD 2,500 ("**Retention Bonus**") payable as follows:
 1. Amount (in INR) equivalent to USD 1,250 of the Retention Bonus shall be payable to You on completion of three years of continuous employment with the Company;
 2. Amount (in INR) equivalent to USD 1,250 of the Retention Bonus payable on completion of forth year of continuous employment with the Company

Sincerely Yours,

Abhishek Bhirwandekar
Manager, HR Shared Services

Our Ref. No. EAPL/APP/01/22-23

Date: 01.08.2022

Mr. Govind Prakash Bharkade
At Haudgaon, Tal Ioha
Nanded, Maharashtra - 431 602.

Dear Mr. Govind Bharkade,

We refer to your application and the subsequent interview you had with us and are pleased to offer you the position of Software Developer in our company on the following terms & conditions:

1. a) Date of Joining: 01.08.2022
 b) You will be based at Mumbai
2. Emolument: Your emoluments per month will be as follows. Statutory deductions in the form of Profession Tax will be deducted at actuals and as applicable

Basic	: Rs. 15000.00
House Rent Allowance	: Rs. 7500.00
Conveyance Allowance	: Rs. 7500.00
C.C.A.	: Rs. 7500.00
Efficiency Allowance	: Rs. 7500.00

	Rs. 45000.00

Annual increment: You will be considered to the next annual increment on completion of one year of service. The annual increment will not be automatic and will be at the sole discretion of the management. The amount of increment will depend upon the management evaluation of your work.

3. Probation: You will initially be on probation for 6 months from the date of joining and in absence of any letter for extension of probation period you are deemed to be confirmed. Please note that during the probationary period you will not be entitled to any leave benefits.

4. Confirmation: On confirmation the continuity of your services will be calculated from the date of your joining including the probationary period for the purpose of calculation of P.L. although the same will not be availed of during the probationary period.
5. Termination of employment:
 - a) During the probationary period your services are liable to be terminated at 24 hours notice without assigning any reason.
 - b) After confirmation one calendar month's notice in writing or one month notice pay on either side has to be given in case of discontinuation from services.
6. Transfer/Secondment: You will be required to work for any associated or subsidiary company on secondment or transfer either full time or part time and to work for the company or for any associated or subsidiary company as directed by the management.
7. Leave: You shall be governed by the rules of the company in force.
8. Retirement: Normal age of retirement is 58 years complete. However, at the discretion of management an employee may prematurely retire any time after attaining 55 years of age. But in case of infirmity or any other valid reason, the decision of the management shall be final.
9. Code of Conduct:
 - a) You will be requested to abide by the administrative instructions and rules and regulations as in force from time to time for the effective and smooth working of the organisation. You are expected to engage yourself fully in the company's business and not engage yourself in any other employment or business including on part time basis.
 - b) You shall not either during your employment with the company or thereafter divulge to any authorised person in the company or outside whatsoever any ideas or any other technical or confidential information concerning the business and affairs of the company or any of its dealings transactions or affairs which come to your knowledge during course of your employment nor use any of the same for your own benefits.



- c) You shall observe discipline, follow instructions and in general act in the best interest of the company. Failure to observe the above will be a misconduct and if necessary termination of service without notice.

We wish you all success in your association with this company hoping that you will have a long and happy career with us.

Kindly sign the duplicate copy of this letter and return it to us in token of your acceptance.

Yours faithfully,
For EMERGING AUTOMATICITY PVT. LTD.

A handwritten signature in blue ink, appearing to be 'Anand', is written over a faint horizontal line.

DIRECTOR

I accept the offer on the above terms & conditions

Signature

Offer - Letter of Intent

Dear Vilopa Jagdish Utwale,

Congratulations!

We are pleased to inform you that you have been selected for the position of Graduate Engineer Trainee with an annual salary of **INR. 5,50,000/- (Five lakhs & Fifty Thousand Only)** in our Organization during the Campus Recruitment Programme – 2022 drive. Kindly consider this as an offer and we request you to join us as part of Stellantis India GET Programme-2022 batch.

Please note that your place of posting can be in any of the working location where our business offices are situated. Currently we have our business offices in Pune & Chennai.

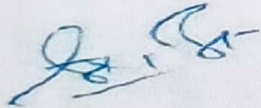
This offer is valid subject to you clearing all your academic papers & being found medically fit. You will be intimated on your date of joining which may be anytime post completion of your course.

Request you to give us your confirmation regarding your acceptance of our offer by returning a signed copy of this Letter of Intent to us as an acknowledgement.

Welcome to the STELLANTIS family!

Truly Yours,

For FCA Engineering India Private Ltd.



Augustine Justin
Sr. Director - Human Resources


Signature & Name of the Candidate: **Vilopa Jagdish Utwale**

Phone Number of candidate: **7773956050**

Email ID of candidate: **Vutwale1710@gmail.com**

Place: **Nashik Maharashtra**

Date: **21/7/2022**

FCA Engineering India Private Limited

Regd. Office: 6th Floor, Chennai One IT SEZ - Phase II "Opus",
Thoraipakkam, Chennai - 600 097, Tamil Nadu, India.

Tel: +91 44 4590 3800, Fax: +91 44 4590 3900

Email: hrsea@fcagroup.com

CIN: U29253TN2007PTC064974

www.stellantis.com

Fwd: Fortune Business Insights - Letter of Intent

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Tue, Nov 15, 2022 at 1:37 PM

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

From: **Geetanjali Rasale** <geetanjali.r@fortunebusinessinsights.com>
Date: Tue, Aug 9, 2022 at 1:42 PM
Subject: Fortune Business Insights - Letter of Intent
To: Yash Deshpande <ysdeshpande@mitaoe.ac.in>
Cc: HR Fortune <hr@fortunebusinessinsights.com>, Nitin Jadhav <nitin.jadhav@mitwpu.edu.in>

Dear Yash,

Subsequent to our discussions, we are pleased to share this "Letter of Intent". Kindly go through the details and revert.

You are requested to email me a Confirmation for the same by **EOD today**.

PFB the Offer Break up for your reference:

Employee Name	Yash Deshpande	
Tentative Date of Joining	Immediate	
Designation	Research Associate	
Department	Market Research	
Components	Amount Per Month	Amount Per Annum
Components		
Basic	11037	132443
HRA	5518	66221
Conveyance	1600	19200
Medical	1250	15000
LTA	1500	18000

Special Allowance	10629	127544
Gross Salary	31534	378408
Employee Contribution to Provident Fund	1800	21600
PT	200	2500
Net Pay	29534	354408
Medical Insurance Premium		10000
Employer Contribution to Provident Fund	1800	21600
Fix CTC	33334	410008
Total CTC		410008
<u>Standard Terms and Conditions:</u>		
* Individual compensation structure is subject to change without affecting emoluments adversely.		
* Applicable tax to be borne by the employee.		
* It is expected that individual compensation package should not be shared with other employees		

Best Regards,



Geetanjali Rasale
Sr. HR Executive

geetanjali.r@fortunebusinessinsights.com
www.fortunebusinessinsights.com

COVID-19

BE AHEAD OF COMPETITION DURING
THIS PANDEMIC WITH COVID-19
IMPACT REPORTS



Fwd: Offer from Crescendo Worldwide!

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Tue, Nov 15, 2022 at 1:41 PM

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

From: **Crescendo Human Resources** <hr@crescendoworldwide.org>
Date: Tue, Aug 16, 2022 at 4:27 PM
Subject: Offer from Crescendo Worldwide!
To: rvmehakare@mitaoe.ac.in <rvmehakare@mitaoe.ac.in>
Cc: Manasi Shirrao <avphr@crescendoworldwide.org>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Rushikesh,

Congratulations on your offer from Crescendo Worldwide! We are delighted to offer you the position of **Trainee Engineer – International Venture**.

Please find below the Salary Structure.

Name :	Mr. Rushikesh Mehakare		
Position	Trainee Engineer - International Venture		
Status			
Date of Joining	ASAP		
Category	Head	Per Month	Annual
Assured	Basic	5,500	66,000
	HRA	2,200	26,400
	Conveyance	1,100	13,200
	Education	550	6,600
	Medical	550	6,600

	Other	550	6,600
	Variable	14,550	1,74,600
	Total Fixed	25,000	3,00,000
Incentive	Target Linked	8,333	1,00,000
Total CTC		33,333	4,00,000
Deductions	PT, PF, IT and Insurance		
Facilities	Canteen and Bus at subsidised rates		
This is a draft and actual calculations may vary slightly.			

Kindly acknowledge by reverting on the same Mail.

We are expecting your joining as early as possible.

We look forward to welcoming you on board!

Thank you!

With Regards,



HR Department

M.+91 8446008013 ; +91 9607654365 (INDIA)

E. hr@crescendoworldwide.org

W. www.crescendoworldwide.org

Fwd: Offer from Crescendo Worldwide!

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Tue, Nov 15, 2022 at 1:42 PM

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

From: **Crescendo Human Resources** <hr@crescendoworldwide.org>
Date: Tue, Aug 16, 2022 at 4:40 PM
Subject: Offer from Crescendo Worldwide!
To: rabijjargi@mitaoe.ac.in <rabijjargi@mitaoe.ac.in>
Cc: Manasi Shirrao <avphr@crescendoworldwide.org>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Rahul,

Congratulations on your offer from Crescendo Worldwide! We are delighted to offer you the position of **Trainee Engineer – International Venture**.

Please find below the Salary Structure.

Name :	Mr. Rahul Bijjargi		
Position	Trainee Engineer - International Venture		
Status			
Date of Joining	ASAP		
Category	Head	Per Month	Annual
Assured	Basic	5,500	66,000
	HRA	2,200	26,400
	Conveyance	1,100	13,200
	Education	550	6,600
	Medical	550	6,600

	Other	550	6,600
	Variable	14,550	1,74,600
	Total Fixed	25,000	3,00,000
Incentive	Target Linked	8,333	1,00,000
Total CTC		33,333	4,00,000
Deductions	PT, PF, IT and Insurance		
Facilities	Canteen and Bus at subsidised rates		
This is a draft and actual calculations may vary slightly.			

Kindly acknowledge by reverting on the same Mail.

We are expecting your joining as early as possible.

We look forward to welcoming you on board!

Thank you!

With Regards,



HR Department

M.+91 8446008013 ; +91 9607654365 (INDIA)

E. hr@crescendoworldwide.org

W. www.crescendoworldwide.org

Fwd: Offer from Crescendo Worldwide!

Anil K. Pacha <anil.pacha@mitaoe.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>
Cc: Vikas Singh <vssingh@mitaoe.ac.in>

Tue, Nov 15, 2022 at 1:43 PM

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

From: **Crescendo Human Resources** <hr@crescendoworldwide.org>

Date: Tue, Aug 16, 2022 at 4:11 PM

Subject: Offer from Crescendo Worldwide!

To: pdsankpal@mitaoe.ac.in <pdsankpal@mitaoe.ac.in>, sakpulpooja519@gmail.com <sakpulpooja519@gmail.com>

Cc: Manasi Shiriao <avphr@crescendoworldwide.org>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Pooja,

Congratulations on your offer from Crescendo Worldwide! We are delighted to offer you the position of **Trainee Engineer – International Venture**.

Please find below the Salary Structure.

Name :	Ms. Pooja Sakpal		
Position	Trainee Engineer - International Venture		
Status			
Date of Joining	ASAP		
Category	Head	Per Month	Annual
Assured	Basic	5,500	66,000
	HRA	2,200	26,400
	Conveyance	1,100	13,200
	Education	550	6,600
	Medical	550	6,600

	Other	550	6,600
	Variable	14,550	1,74,600
	Total Fixed	25,000	3,00,000
Incentive	Target Linked	8,333	1,00,000
Total CTC		33,333	4,00,000
Deductions	PT, PF, IT and Insurance		
Facilities	Canteen and Bus at subsidised rates		
This is a draft and actual calculations may vary slightly.			

Kindly acknowledge by reverting on the same Mail.

We look forward to welcoming you on board!

Thank you!

With Regards,



HR Department

M.+91 8446008013 ; +91 9607654365 (INDIA)

E. hr@crescendoworldwide.org

W. www.crescendoworldwide.org

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	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.

First Name	Last Name	Email Address	Domain	Package	Result
Gaurav	Rathod	gorathod@mitaoe.ac.in	Cloud	5LPA	Didn't join
Manas	Kalangan	manas.kalangan@gmail.com	Node JS	5LPA	Didn't join
shivam	singh	spsingh@mitaoe.ac.in	Python Programming	5LPA	Didn't join
Chetan	Bora	chetanbora542000@gmail.com	Python Programming	5LPA	Didn't join
Himanshu	Patil	patilhnofficial@gmail.com	React JS	5LPA	Didn't join
SAKSHI	CHANNAWAR	sakshichannawar@gmail.com	SQL	5LPA	Didn't join
Chaitra	Hiremath	crhiremath@mitaoe.ac.in	Bigdata Analytics	5LPA	Didn't join
Ananya	Nigotia	nigotiaananya@gmail.com	Business Analyst	5LPA	Didn't join

These all students didn't joined the Interview call.

Thanks & Regards!

Sharthak Acharjee

Project Management Officer | Celebal Technologies

+91-9001414499

Website | LinkedIn



9 attachments



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CELEBAL
TECHNOLOGIES

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800+ Employees

400+ Azure Certifications



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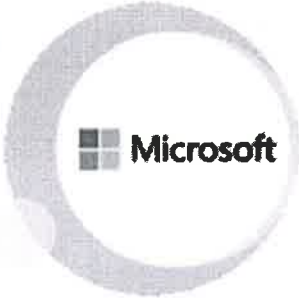
India, USA, UK, Singapore



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Date: 13-Sep-2022

Ref No: AL/2021/OAL-BLR-ODC-0634

Mr.Aryan Keshavrao Naikare

At- Kaman Po- Chas,
Wada Road Kaman Stand,
T- Khed D- Pune, 410513

Sub: Offer Letter cum Appointment Letter

Dear **Aryan Keshavrao Naikare**,

With reference to your application and the subsequent interview you had with “**ALTEN India Private Limited**”. We have great pleasure in offering you an engagement under the following terms and conditions:

1. Engagement Details:

- a) Designation : **Trainee**
- b) Place of Posting : **Pune**
- c) Date of Joining : **03-Oct-2022**

2. Compensation:

Your annual salary will be **INR 350004** /-(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

3. Trainee Benefits:

a) **Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
- 3. **Group Term Insurance Coverage:** You will be eligible for group term Insurance for self, for a sum of **₹20,00,000/-**
- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/-** & **₹25,000/-** Medical expenses are covered.

b) **Statutory Benefit Entitlements.**

Page 1 of 10

ALTEN INDIA PRIVATE LIMITED

Regd Office: 7th Floor, Tower D, IBC knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru-560029, Karnataka INDIA.
Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA2019E1ZZ

www.alten.com



1. Trainees' State Insurance (ESIC) as per the Trainees State Insurance Corporation Act, as applicable.
2. Trainees' Provident Funds & Miscellaneous Provisions Act, 1952.
3. Gratuity under the Payment of Gratuity Act, 1972.

c) **Special Occasion Benefits:**

Sodexo Gift Vouchers: Birthday- ₹1000/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/- , as per the company policy.

d) **Leave / Holiday Entitlement:**

During your Engagement, you will be entitled for the leaves as per the leave policy of the company.

1. **Casual leave:** Applicable as per the company policy.
2. **Earned Leave:** Applicable as per the company policy.
3. **National Festival & Holidays:** Applicable as per the company policy.
4. **Maternity Benefit:** Applicable as per the provisions of Maternity Benefits Act.
5. **Paternity Leave:** As per the company policy.
6. **Bereavement Leave:** As per the company policy.

National Festival & Holidays: You will also be entitled to National & Festival holidays inclusive of 26th January, 15th August, 1st May and 2nd October as declared by ALTEN /client from time to time where you have been deployed.

Leave Grant and Approval:

- a) Grant of Leave of absence shall depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you are required to apply in the prescribed tool to the appropriate authority at Customer location & copy to KAM/ Reporting Manager from ALTEN and seek prior approval for such leave.
- b) Similarly, for extension of leave, an application through or the prescribed tool (GreytHR) will have to be made in writing before the expiry of the leave originally sanctioned, which should reach the Human Resources department at least five (5) days prior to expiry of leave. While making such application you will state your address and contact phone number during the leave period. Mere submission of application shall not mean that the leave has been sanctioned and unless leave is sanctioned or extended in writing by the management, you will not be treated to be on leave.

4. **Training Period**

You will initially be on training for a period of Twenty-Four (24) months with probation period of 6 months from the date of joining, which may be extended or reduced at the sole discretion of the Company. If your services are either not confirmed or not terminated on completion of the period of training, the training period will stand automatically extended till the letter of confirmation is issued. Training may be cancelled at the sole discretion of the Company by providing one (1) month notice.



5. **General Engagement Conditions:**

This Appointment letter and your engagement with the company are subject to:

a) **Background Verification:**

The engagement shall be conditional to a background and reference check carried out by the Company to its satisfaction based on the information furnished. If the information and records/documents are found to be incorrect or false, the Company reserves the right to terminate the Trainee without giving any reason/ notice/ payment in lieu thereof and take appropriate legal action.

b) **Reference:**

This appointment is also subject to satisfactory report from your former employers and the references given by you.

c) **Confidentiality /Nondisclosure/Non-Compete:**

You shall maintain confidentiality /secrecy and shall not give out to anybody/organization, by word of mouth or otherwise, particulars / details of our engagement process, technical knowhow, security arrangements, administrative and organizational matters of confidential and secret nature, which may be your personal privilege to gain knowledge by virtue of your Training with the company, unless compelled to do so by judicial authority or by permission in writing from the Management. You shall also not solicit / seek / explore engagement with the client and/or with any of the competitors serving the same client during your deputation and till six months from the date of relieving, and if found doing so the same would constitute breach of contract, conflict of interest and render yourself liable for legal action, including recovery of liquidated damages.

d) **Intellectual Property:**

The Trainee hereby agrees that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of his engagement, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this engagement with the Company shall belong to the Company absolutely and the Trainee shall have no claim or right in the proprietary rights and any breach will render him/her liable for legal action including recovery of liquidated damages.

e) **Onsite Agreement:**

Your execution of onsite travel or any such agreement shall be applicable for all projects/programs prevalent in the company.



6. Transfer & Deputation:

Upon Joining, your work location would be based at **ALLEN-Pune**. You acknowledge and agree that the company is entitled to depute you in any of its client's office in India or abroad, temporarily or permanently, with prior intimation to you. Further, you acknowledge and agree that you may be assigned, transferred, or deputed to any of the establishments/branches of the company and your services will be subject to temporary or permanent interdepartmental or inter-company transfers.

7. Prohibition of double Engagement:

Your engagement with the company is in the capacity as a whole-time Trainee and during the period of engagement in the company, you will neither serve anywhere else part time or whole time, nor any interest for yourself in any other business, trade, profession or vocation directly or indirectly without the prior permission of the Management. If found violating this commitment, Trainee agrees to accept any action taken by the organization.

8. Company Assets & infrastructure: General

Trainee is provided with required infrastructure including computer/Laptop, phone, data card, portal, access to software applications etc. Such infrastructure should be used strictly for business related work. Any kind of misuse, violation of instructions etc. shall be a punishable offence which will attract serious action. At the time of separation, voluntary or involuntary, it is mandatory to hand over all the Company assets along with data intact.

9. Address for communication: General

Company shall correspond with you directly or at the address given by you. Please note that it is mandatory to communicate any changes in address family status etc., immediately to Human Resources department.

10. Personal Information: General

Your appointment in the company and its continuance shall be subject to the condition that the Information disclosed by you in your CV or through any other documents for engagement are correct and complete. In the event of any misstatement, suppression of facts or wrong statement furnished by you, this appointment order will be deemed as void and your services are liable to be terminated without notice. The company will be in its rights to initiate appropriate legal action against you and in that event, you will be liable for all costs and consequences thereof.

11. Health: General

Continuance in service in the organization is subject to you remaining physically and mentally fit to perform the assigned job. As and when required by the management, you



will subject yourself to medical examination at the cost of the Company by a physician appointed/referred by the Company for the purpose.

12. Tax Compliances:

You shall be personally responsible for and pay all taxes imposed by any tax authority in India or elsewhere on any income or payments received from the company, unless deducted at source.

13. Separation:

- a) In consideration of training offered to you and expenses incurred by the company, you shall not resign during the training period of Twenty-four (24) months from your date of joining i.e. the Training period. In the event of leaving the services of the company during the training period, he/she shall pay the agreed amount of liquidated damages as agreed and executed Under training cum surety agreement. Acceptance of the resignation is the discretion of the Management based on the project / Position criticality. Your Engagement may be terminated by you with a notice period of Three (3) Months or gross salary in lieu of notice after completion of the training period. The Company may terminate the engagement of the Trainee during the training period without any notice period and without assigning any reason for such termination. The discretion to accept payment in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies, and you therefore may be required to work through the notice period. In the event of resignation at his/her own will, the Company reserves the right to release the Trainee prior to the notice period of Three (3) months, taking into consideration the business needs and work exigencies and the Company will not be liable to make any payment to the Trainee in lieu of the notice period. You shall not join competitor company working in the same Project for the same Customer of the company for a minimum period of six (6) months from the date of relieving from the company, without obtaining prior consent of the company in writing and any breach will render yourself liable for appropriate legal action.. In case of misconduct or breach of the Company's code of conduct or non-performance or go-slow or other disciplinary grounds Trainee may be terminated without any notice or payment if any in lieu on notice.
- b) The Company also reserves the right to recover the costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment. During the notice period, Trainee shall be responsible to meet the minimum target, failing which appropriate action deemed fit shall be initiated. At the time of separation, it is mandatory to



handover your project work status, all company documents and Company assets etc, and obtain clearance certificate from the reporting manager and send it across to the Human Resources department for further process.

- c) In the event of failure to serve the notice period specified herein/fulfill agreed obligations, the company shall be entitled to approach any Court of competent jurisdiction to recover all costs, damages, losses and expenses incurred by the company. Short fall of notice period will be recovered based on gross salary.

14. Abandonment of Employment / Absconding from the Services:

Any employee who abstains from their job without intimation and remains untraceable is referred to as an “Absconder”. You are responsible for officially informing the HR Department or your Reporting Authority when deciding to resign from your services with the Company.

You shall agree that any unauthorized absence from your employment for a continuous period of Seven (7) or more business days would be considered as voluntary Abandonment/Absconding from your employment and accordingly your name will be removed from the payroll register. The Company reserves the right to proceed with necessary action to recover any liquidated damages. No relieving letter will be issued to you, and your full and final settlement shall be held back by the Company.

15. Termination of Permanent Service:

- a) The company reserves the right to terminate your services at any time at its absolute discretion, after giving you three (3) months’ notice or on payment of three (3) month’s gross salary in lieu thereof. However, if termination is on disciplinary grounds the notice period or payment in lieu of notice period is not applicable.
- b) If the company terminates your engagement for any misconduct or breach of the Company’s code of conduct or other disciplinary grounds, then
 1. The company’s obligations under this letter shall immediately cease, and
 2. You shall not be entitled to receive any payment due from the company, and the company shall have no obligation to pay, compensation attributable to such termination.

16. Cooperation/Knowledge Transfer Following Termination:

The Trainee agrees that, following notice of termination of his engagement, he/she shall cooperate fully with the Company in all matters relating to the completion of his/her pending work on behalf of the Company and the orderly transition of such work to such other Trainees as the Company may designate. The Trainee further agrees that during and following the termination of his engagement he shall cooperate fully with the



Company as to any and all claims, controversies, disputes or complaints over which he has any knowledge or that may relate to him or his engagement relationship with the Company. Such cooperation includes, but is not limited to, providing the Company with all information known to him/her related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum.

Further, the Trainee agrees that upon the termination of this Agreement, the Trainee shall return to the Company all correspondence, specifications, formulae, passwords, books, documents, cost data, market data, literature, drawings, effects or records etc. or any other proprietary information or Company property that is in possession of the Trainee or that Trainee may have received during the course of the engagement. The Trainee shall not make any duplicates or retain any copies of the abovementioned information.

17. Retirement:

Your retirement from the services shall be on attaining sixty (60) years of your age as per the records.

18. Indemnification:

The Trainee shall indemnify and hold Company, its affiliates and their respective directors, officers, agents and Trainee harmless from and against all claims, demands, losses, damages and judgments, including court costs and attorney's fees, arising out of or based upon any material breach by the Trainee of any representation, warranty, obligation or any other agreement as set forth in this Agreement.

19. Jurisdiction:

This letter shall be governed by and construed in accordance with the laws of India, and you agree to submit to the exclusive jurisdiction of the courts of law of Bangalore in India.

20. Miscellaneous:

- a) In addition to the above the Trainee shall be bound by any policies, rules & regulations enforced by the management from time to time in relation to conduct, discipline, or on any matters relating to service conditions which will be deemed as rules, regulations and order in the part of these terms and engagement. The terms and conditions of your engagement are subject to change from time to time as per discretion of the company based on business needs. Violation of any of the above or company policies, Trainee shall be liable for action deemed fit.
- b) No delay or omission by the company in exercising any right under this agreement shall operate as a waiver of that or any other right. A waiver or consent given by the company on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion
- c) Trainee shall perform as per their job role and responsibilities and work assigned to you by the management. The trainee shall also agree to perform any other job / work



as and when required and as and when instructed to do so by the management. Detailed job role, responsibilities and KRA will be provided to you after joining the organization

- d) Trainee shall be punctual and regular to the job.
- e) Trainee shall take care of his / her safety at workplace and en-route, use safety equipment.
- f) As a responsible Trainee/citizen, you are required to maintain the office decorum and environment protection norms.
- g) Trainee shall maintain integrity and be away from all unlawful activities.
- h) You will not at any time hereafter, without the consent in writing of the company or except under any legal process, divulge or make public any matters relating to the company's transactions or dealings, which are confidential and company specific.

For any queries and Clarifications pertaining to Offer and Appointment letter, please reach out to Mr. Prashanth Kumar Manager at 7676230127.

We look forward for mutually rewarding long term association with ALTEN Group of Companies.

With best wishes,

For ALTEN India Private Limited

**UTTAMKUMAR
R KASHINATH
SANKPAL**

Digitally signed by UTTAMKUMAR KASHINATH
SANKPAL
DN: c=IN, o=Personal,
2.5.4.20=c1b6b1ebd43c02eb9790910bd35b293
75240337419cbcb161d99f80e9af612a4,
postalCode=110075, st=Delhi,
serialNumber=39eb2178f4f5b7b0091bb0325eb
14fc5445dcfb2bb765ce6322e2aa8d1191a23,
cn=UTTAMKUMAR KASHINATH SANKPAL
Date: 2022.09.13 13:26:17 +05'30'

**Uttamkumar Sankpal
Chief Executive Officer**

Declaration:

The above said terms and conditions are explained to me in vernacular language. All the terms & conditions of my employment in the organization has been understood, accepted & agreed by me.

Date:

Place:

Signature of Employee

Name: Aryan Keshavrao Naikare

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 <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. 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 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 Dore	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	shwetita.pardeshi@gmail.com	9921132402	Female	Computer Science & Engineering	MIT_9th August 2021	Strong Consider
13	Aksheta Dittatray 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 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 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 Dedaji Muesle	mdmuesle@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	abhaytripathi51986@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 Salegeonkar	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	Pulkait Dubey	pulkaitdubey04@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
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 Charat	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
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	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	gulshanchaudhary38@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	Hutesh 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	lamlakeshpatil456@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](#)





Dolvi Works:
Geetapuram,
Dolvi, Taluka - Pen,
Dist. Raigad - 402 107. Maharashtra, India.
CIN : L27102MH1994PLC152925
Phone : +91 2143 663000/3100/3200
Fax : +91 2143 277533/42
Website : www.jsw.in

Mr. Nagesh Sopan Sangle
MITAOE

Dear Nagesh

19th October 2022

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

1. Salary & benefits:

Basic	Rs. 20000/-p.m
HRA	Rs. 6690/- p.m
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 13833/-p.m
Food Coupons	Rs. 1500/- p.m
Medical Reimbursement	Rs. 1667/-p.m
L.T.A	Rs. 1667/-p.m
Provident Fund	Rs. 2400/-p.m
Gratuity	Rs. 960/-p.m
Bonus	Rs. 4000/-p.m
Production Incentive	Rs. 10000/-p.m. (As per applicable incentive scheme)

You shall be eligible for Rs. 1.5 Lakhs ("Retention Bonus") spread over 2 years, subject to terms and condition mentioned in the Appointment Letter.

2. This offer is valid subject to **your Graduation Passing with Min 60% aggregate.**
3. You are requested to report at **JSW Steel Ltd, Dolvi Works** on **10th November 2022** and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1. Matriculation certificate in support of your date of birth.
 - 3.2. All certificates and marks sheets in support of your qualification
 - 3.3. Two copies of your recent passport and two stamp size color photographs.
 - 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5. Release order, Salary certificates and experience certificate if any.
 - 3.6. PAN Card (Compulsory).
 - 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
4. Your appointment is subject to medical fitness as per our criteria for employment. In the event of any medical abnormality, your offer will stand cancelled. Medically fit candidates will be accepted for joining.
5. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before **23rd October 2022** failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED

Priya Ranjan Kumar
Vice President – Human Resources



Dolvi Works:
Geetapuram,
Dolvi, Taluka - Pen,
Dist. Raigad - 402 107. Maharashtra, India.
CIN : L27102MH1994PLC152925
Phone : +91 2143 663000/3100/3200
Fax : +91 2143 277533/42
Website : www.jsw.in

Mr. Ajay Sandipan Patil
MITAOE

Dear Ajay

19th October 2022

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

1. Salary & benefits:

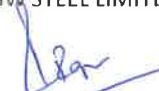
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Yours faithfully,
For JSW STEEL LIMITED


Priya Ranjan Kumar
Vice President – Human Resources



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Phone : +91 2143 663000/3100/3200
Fax : +91 2143 277533/42
Website : www.jsw.in

Mr. Mayank Suresh Bunde
MITAOE

Dear Mayank

19th October 2022

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

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Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Priya Ranjan Kumar
Vice President – Human Resources



Dolvi Works:
Geetapuram,
Dolvi, Taluka - Pen,
Dist. Raigad - 402 107. Maharashtra, India.
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Phone : +91 2143 663000/3100/3200
Fax : +91 2143 277533/42
Website : www.jsw.in

Mr. Prajwal Virendrarao Chaudhari
MITAOE

Dear Prajwal

19th October 2022

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainees' in 'L08T' grade and you are placed at JSW Steel Ltd. The appointment will be subject to the following terms and conditions:

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Yours faithfully,
For JSW STEEL LIMITED


Priya Ranjan Kumar
Vice President – Human Resources



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Phone : +91 2143 663000/3100/3200
Fax : +91 2143 277533/42
Website : www.jsw.in

Mr. Pankaj Vitthal Mhaske
MITAOE

Dear Pankaj

19th October 2022

Sub: Letter of offer.

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Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Priya Ranjan Kumar
Vice President – Human Resources

Fwd: PPS Group Campus selections 2022 batch

1 message

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

Thu, Apr 27, 2023 at 9:36 AM

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

From: **Ankita Kesharwani** <ark@ppspl.in>

Date: Thu, Nov 3, 2022 at 6:52 PM

Subject: Re: FW: MIT-WPU,Pune: List of intersted studnets for PPT Group of Companies_2022 passing-out batch

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

Cc: Pushpa Deshpande <ppd@ppspl.in>, Charudatta Kulkarni <charuk@pprecast.com>, Mangesh Hardas <mangesh@pprecast.com>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Meera Moghe <meera.moghe@mitwpu.edu.in>, Rakesh Walmiki <rsu@ppspl.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Sir,

Following are the students who have been selected and currently they are working in PPS:-

- 1) Diksha Pawar
- 2) Prajakta Pehere
- 3) Nilesh Darade
- 4) Swapnil Kannav

Thanks & Regards,

PPS

Ankita Kesharwani

HR Executive

Phone: +91- 8482850130

Email: ark@ppspl.in

FF Above Bank of India, BAIF Campus
Warje, Pune 411058 INDIA

www.ppspl.in

On Wed, Jun 29, 2022 at 12:21 PM Pushpa Deshpande <ppd@ppspl.in> wrote:

Sir,

Following are the students who have appeared here for the Campus Drive.

Shubham More

Diksha Pawar

Shubham Palve

Prajakta Pehere

Nilesh Darade

Suresh Godara

Vaishnavi Ambure

Swapnil Kannav

We will update you once we complete the entire process.

Best regards,

Pushpa Deshpande

On Tue, Jun 28, 2022 at 6:38 PM Pushpa Deshpande <ppd@ppspl.in> wrote:

Dear Sir,

Please inform the students our office address, which is

Precision Precast Solutions Pvt. Ltd.

1st Floor Service Building, BAIF Bhavan, (Above Bnak of India)

Near Mayi Mangeshkar Hospital,

Pune – 58

Best regards,

Pushpa Deshpande

Fwd: PPS Group Campus selections 2022 batch

1 message

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

Thu, Apr 27, 2023 at 9:36 AM

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

From: **Ankita Kesharwani** <ark@ppspl.in>

Date: Thu, Nov 3, 2022 at 6:52 PM

Subject: Re: FW: MIT-WPU,Pune: List of intersted studnets for PPT Group of Companies_2022 passing-out batch

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

Cc: Pushpa Deshpande <ppd@ppspl.in>, Charudatta Kulkarni <charuk@pprecast.com>, Mangesh Hardas <mangesh@pprecast.com>, Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>, Meera Moghe <meera.moghe@mitwpu.edu.in>, Rakesh Walmiki <rsu@ppspl.in>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Sir,

Following are the students who have been selected and currently they are working in PPS:-

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- 3) Nilesh Darade
- 4) Swapnil Kannav

Thanks & Regards,

PPS

Ankita Kesharwani

HR Executive

Phone: +91- 8482850130

Email: ark@ppspl.in

FF Above Bank of India, BAIF Campus
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Precision Precast Solutions Pvt. Ltd.

1st Floor Service Building, BAIF Bhavan, (Above Bnak of India)

Near Mayi Mangeshkar Hospital,

Pune – 58

Best regards,

Pushpa Deshpande

SANGHVI MOVERS LIMITED

Regd. Office : Survey No. 92, Tathwade
Taluka - Mulshi, Pune, Maharashtra - 411 033, INDIA.
Tel. : 8669674701/2/3/4, 020-27400700
E-mail : sanghvi@sanghvicranes.com
Web. : www.sanghvicranes.com
CIN No. : L29150PN1989PLC054143



Ref: SML/HR/HO/2021-22/89

Date: 10th October 2022

Sub: Offer of Employment

Dear Mr. Mangesh Pawar

With reference to your application and subsequent interview you had with us, we would like to inform you that you are selected for the Post of "Graduate Engineering Trainee"

You are requested to join your duties on or before 1st November 2022 along with the following documents:


- 1) Educational Certificates.
- 2) Previous Employers Experience Certificates.
- 3) Previous Employers Relieving Letter.
- 4) Bank statement for last 3 months.
- 5) Address Proof.
- 6) ID Proof
- 7) Pan Card
- 8) 3 Passport Size Color Photographs.
- 9) Vaccination Certificate

We will issue an Appointment Letter as per the agreed Terms and Conditions, on the day of your joining.

Please sign the Duplicate Copy of this letter as token of your acceptance.

Thanking You.

For SANGHVI MOVERS LTD.


Abhilasha Shukla
Asst. Manager - HR

ANNEXURE A
SALARY & PERQUISITES BREAK UP SHEET

Name : Mr. Mangesh Pawar

Designation: GET

DOJ : 1.11.2022

S.No.	Particulars	Monthly	Annual
I.	MONTHLY		
a)	Basic Salary	12,000	1,43,996
b)	House Rent Allowance	5,333	63,998
c)	Conveyance Allowance	2,667	31,999
d)	Education Allowance	2,667	31,999
e)	Medical Allowance	2,667	31,999
f)	Monthly Performance Inc.	1,333	16,000
	Sub Total (I) Monthly Gross	26,666	3,19,992
II	ANNUAL PERQUISITES		
a)	P.F.	1,950	23,400
b)	Gratuity	577	6,926
c)	Mediclaim (Ins Cover Rs.1.5 Lacs)	540	6,480
	Sub-Total (II)	3,067	36,806
	Total (I + II) C.T.C.	29,733	3,56,798

- 1) Educational Certificates
- 2) Previous Employers Experience Certificate
- 3) Previous Employers Relieving Letter
- 4) 100% Attendance for last 3 months
- 5) Medical Proof
- 6) ID Card
- 7) Pan Card
- 8) 3 Passport Size Color Photographs
- 9) Vaccination Certificate

We will issue an Appointment Letter as per the agreed Terms and Conditions, on the day of your joining.

Please sign the Duplicate Copy of this letter in token of your acceptance.

Thanking You,

For SANCHVI MOVERS LTD.

Anbilasha Shukla
Asst. Manager - HR



Date: 10/11/2021

Name: Mr. Paras Kapoor

Dear *Paras Kapoor*,

We at *ProcMart* are pleased to confirm our offer of six months internship to you at **Pune** office, effective 01/01/2022. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past internship and education records.

The details of our offer, including the terms and conditions of your internship, are attached hereto as Annexure "A."

Please take the time to carefully review our offer. This letter, along with the enclosed terms and conditions, outline the responsibilities and obligations of both *ProcMart* and yourself with respect to your internship conditions, and is governed by the laws of India. It details the terms and conditions of your internship with *ProcMart*, and will form our agreed upon internship contract with you once signed.

Accepting internship will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule, initialing each page in the right-hand corner, and returning it to me within 72 hours of receipt of the internship contract.

Mr. Paras Kapoor, we look forward to welcoming you to the team at *ProcMart* and wish you a successful and rewarding career with us.

Sincerely,

Anish Popli
CEO

I, *Paras Kapoor*, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of internship as outlined therein.

Signature

Date



ANNEXURE A- EMPLOYEE AGREEMENT

This AGREEMENT is entered into on the 10th day of November 2021 by and between:

ProcMart An Indian Company, incorporated under the Indian Companies Act 2013 and having its registered office at Noida hereinafter referred to as '**The Company**' (and which term shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its assigns, executors and administrators) of the **ONE PART**

AND

Mr. Paras Kapoor, an Indian Inhabitant hereinafter referred to as '**The Employee**' of the **OTHER PART**

(For the sake of brevity the '**Company**' and the '**Employee**' herein have been collectively referred to as the '**Parties**' and individually as '**Party**')

WHEREAS ProcMart is a B2B marketplace connecting buyers and sellers across various categories through an interactive and easy to use solution, thereby serving as an 'e-procurement solution' for all B2B related issues.

WHEREAS Mr. Paras Kapoor is desirous of joining the Company in the capacity of '**Intern – Operations**' of the Company and both the Parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the internship of the Employee by the Company.

NOW, THEREFORE in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company as follows:

1. **Position:**

1.1. The Company employs the Employee in the capacity of '**Intern – Operations**' and the Employee agrees to serve the Company in such capacity for such period as defined in paragraph 2.

2. **Internship period and Hours of Work:**

2.1. The Employee shall serve the Company in the capacity of internship with effect from **01/01/2022** and shall continue serving the Company in such capacity until the termination and/or discontinuation of his/her internship in accordance with the provisions of paragraph 11 below (The '**Internship Period**').

The Company's core hours of operation are Monday to Saturday from 10.00 am to 7.00 pm.

3. **Performance of duties:**

www.procmart.com
info@procmart.com
+91-9910029348



3.1. Nature of duties and responsibilities

In the capacity of internship, the Employee shall be responsible for the performance of duties including but not limited to those specified in the job description pertaining to the position for which the Employee has been engaged and all other duties the performance of which is considered necessary for the smooth operation of business.

4. Compensation

4.1 Monthly Stipend: It is hereby agreed that the employee shall be paid a stipend of Rupees Ten Thousand (Rs: 10000/-) per month subject to such deductions as shall be applicable from time to time under the governing laws of India.

4.2 Vacation: The Employee shall accrue a vacation at the rate of two (2) days per month. The Employee hereby undertakes to take vacation subject to the prior approval of the Directors of and/or persons authorized in this regard by the Company.

5. Policies and standards:

5.1. The Employee hereby agrees to be bound by any policies and standards that the Company may introduce from time to time during the Internship Period.

6. Non-compete and Non-solicitation:

6.1 Non-compete:

The Employee hereby agrees that during the Internship period as well as for a period of one (1) year from the date of termination of internship as under the provisions of paragraph 11, the Employee shall not be employed by, commence or be engaged in and/or interested in any business directly or indirectly in competition with the Company and/or any of its subsidiaries and/or affiliates.

6.2 Non-solicitation:

The Employee hereby agrees that during the Internship period as well as for a period of one (1) year from the date of termination of internship as under the provisions of paragraph 11, the Employee shall not (i) recruit or attempt to recruit or directly or indirectly participate in the recruitment of any Company employee, or (ii) directly or indirectly solicit, attempt to solicit or interfere with any customer or supplier of a company in a manner that conflicts with or interferes in the business of the Company as conducted by such customer or supplier.

A violation of the above provision of this Agreement shall be deemed to be a material breach of the Agreement thereby entitling the Company to the remedies mentioned in paragraph 9 of this Agreement.

7. **Confidential Information and Intellectual Property Rights:**

7.1. Confidential Information:

The Employee hereby acknowledges that during the course of his/her internship with the Company, the Employee may be given access to confidential information and data related to the Company, its directors, customers, vendors and/or suppliers. For the purposes of this Agreement Confidential Information includes but is not limited to business information, financial information, customer details, technical know-how, contracts, legal documents, proposals, statement of work and various internal databases. The Employee agrees that such Confidential Information is and shall remain the confidential and proprietary information of the Company and that the Employee shall not during the Internship period and/or thereafter use such Confidential information for his/her own benefit and/or for the benefit of any other third party nor shall he/she disclose such Confidential Information to any third parties other than those to whom such Confidential Information is required to be disclosed on a 'need to know basis' only. For the purposes of this Agreement 'need to know basis' means the requirement to have access to Confidential Information for the operation of the business of the Company.

The Employee may, however use or disclose Confidential Information which:

- (i) Is or becomes public other than through a breach of this Agreement;
- (ii) Is known to the Employee prior to the date of this Agreement and in respect of which the Employee does not have any obligation of confidentiality;
- (iii) Is required to be disclosed under law or any order by a Court or Tribunal or legislative body provided that the Employee informs the Company of such requirement prior to disclosing the information.

7.2. Intellectual Property Rights:

The Employee acknowledges that during the course of internship he/she may generate and/or conceive and/or contribute towards the material and or information related to the business of the Company including but not limited to software, technical know-how, ideas, inventions (whether patentable or not), technical documents, trade secrets, formulae, data sheets, branding ideas, designs etc. (hereinafter referred to as '**Proprietary Property**'). The Company shall exclusively own all Proprietary Property which the Participant conceives, develops or contributes to in the course of the internship and all intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trade-mark rights in or relating to the Proprietary Property. For greater certainty, the Employee hereby assigns to the Company any and all rights that the Employee may have or obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by the Employee outside work hours on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this Agreement if such material or information relates to the Business of the Company. The Employee shall keep full and accurate records accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.

7.3. For the purposes of this Agreement, as referred to herein Business of the Company shall mean the business of the company as determined by the Board of Directors of the Company from time to time.

7.4. The Employee hereby warrants that in contributing to the material and/or information related to the Business of the Company, he/she shall not directly and/or indirectly infringe the intellectual property rights of third parties and in case of such violation shall indemnify the Company of all costs relating to damages and legal proceedings.



7.5. The Employee hereby warrants that he/she will return to the Company and/or destroy as the Company directs, any Confidential Information and/or Proprietary Property, upon request by the Company at any time which fact shall be certified by affidavit and/or any other statutory declaration.

7.6. The Employee hereby warrants that he/she shall at the sole expense of the Company and upon reasonable request of the Company carry out all such acts necessary and sign all such documentation necessary to ensure the Company's ownership of the Proprietary Property and/or all Intellectual and Industrial Property Rights and/or Confidential Information including but not limited to providing written assignment of all such rights to the Company and any other documents required by the Company to document their rights and/or to proceed with the registration of patents, trademarks, copyright, design and/or any other Intellectual Property protection considered suitable by the Company.

7.7. It is hereby agreed that a violation of the terms contained in paragraph 8 of the present Agreement shall be deemed to be a material breach of the Agreement entitling the Company to Remedies as mentioned in paragraph 9 of the present Agreement.

8. Remedies

It is hereby agreed that a breach by the Employee of the terms of this Agreement to a material extent, particularly of the terms set out in paragraphs 7 and 8 of the present Agreement will result in irreparable loss to the Company, thereby entitling the Company to discontinue all its obligations to make any further payments to the Employee under this Agreement as well as resorting to legal measures such as injunctions for the purposes of restraining the Employee from the actual or threatened breach of paragraphs 7 and 8 and to any other equitable remedy that may be available to the Company.

9. Representation and Warranty

The Employee hereby represents and warrants that:

- He/She has the capacity to enter into the present Agreement;
- All the information provided by him/her and all representations made to the Company are accurate, true and to the best of the Employee's information. In case of any false or inaccurate information provided or misrepresentation made, the Company reserves the right to terminate the Employee's internship and to discontinue all its obligations of further payment to the Employee under this Agreement.
- In entering into the present Agreement, the Employee shall not breach any non-disclosure, intellectual property rights, non-compete and non-solicitation and/or any other covenant in favour of any third party.
- In case of resignation from the post the Employee will to the best of his/her abilities ensure the smooth transition and handover of the work to the person(s) nominated by the Company.

10. Termination

10.1. Employee's death



In case of the Employee's death the internship will be deemed to be terminated on the last day of the month in which the Employee's death occurred.

10.2. Gross misconduct or material breach of the Agreement

In case of gross misconduct by the Employee or material breach of the Agreement the internship shall be deemed to be terminated on the day on which the Company serves the Employee a notice of termination on grounds of such gross misconduct and/or material breach of the Agreement.

11. Miscellaneous

11.1. **Notices:** Any notice or other communication given or made under this Agreement shall, except where expressly stated otherwise, be in writing and exclusively in the English language and shall be addressed to the principal office in the case of the Company and the correspondence address as provided by the Employee and as maintained in the Company's records and shall be sent by personal delivery, registered post, courier service, facsimile, electronic mail or any other means of recorded delivery and shall be effective upon actual receipt. If any notice or other communication is sent by facsimile or electronic mail, on confirmation of receipt of the same, the original shall be sent by personal delivery, registered post or courier service.

11.2. **Arbitration and Governing Laws:** In case of any dispute arising between the Parties hereto in connection with the present Agreement, the Parties shall endeavor to settle the dispute amicably. The attempt to bring about an amicable settlement shall be considered to have failed as soon as one of the Parties after reasonable attempts (which attempts shall continue for not less than 30 days), gives a notice thereof to the other Party in writing. If, for any reason, such dispute cannot be resolved amicably by the parties, the same shall then be referred to and settled by way of arbitration proceedings in accordance with the Arbitration and Conciliation Act 1996 or any subsequent enactment or amendment thereto (the "**Arbitration Act**"). The Parties hereto shall appoint two arbitrators within 30 days of the receipt by a Party of the aforesaid notice. The two arbitrators so appointed shall then jointly appoint a third arbitrator within 15 days of the date of appointment of the second arbitrator. Such third arbitrator shall act as the Chairman of the tribunal. Arbitrators not appointed within the time limit set forth in the preceding sentence shall be appointed in accordance with the Arbitration Act. The award of the Arbitrators shall be final and binding upon the Parties. The place and seating of arbitration proceedings shall be exclusively at Delhi. The language of the arbitration and the award shall be English.

This Agreement shall be construed in accordance with the Laws of India.

11.3. **Jurisdiction:** The Courts of competent jurisdiction at Delhi shall have exclusive jurisdiction in relation to all matters arising out of the present Agreement.



11.4. **Entire Agreement:** This Agreement and all the Related Agreements constitute the entire and only agreement as at the date hereof between the Parties with respect to the subject matter described herein.

11.5. **Severance:** If any provisions of this Agreement or part thereof is rendered void, illegal, or unenforceable in any respect under law, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

11.6. **Assignment:** This Agreement shall be binding on the respective successors and permitted assigns of the Parties hereto.

None of the Parties shall be entitled to assign this Agreement or any of its rights and obligations hereunder except with the prior written consent of the other Parties.



IN WITNESS WHEREOF the Parties hereto have executed this Agreement the day and year first herein above written.

1. Signed and delivered for and on behalf of the Company

Name:

Title:

Witness 1

Name

Signature

Witness 2

Name

Signature

2. Signed and delivered by Mr. *Paras Kapoor*

Witness 1

Name

Signature

Witness 2

Name

Signature