

June 28, 2020

Akansha Kumari
Qtr no. 2599 Type-2 CRPF Campus,
Talegaon Dabhade Pune Maharashtra 410507

Dear Akansha,

We are pleased to offer you a position of "**Software Engineer**" at Josh Software Private Limited.

Effective date:

Your appointment will be effective on **July 01, 2020**

Acceptance and Commencement:

To confirm your acceptance to the offer, you are required to:

- Respond via email to hr@joshsoftware.com to communicate acceptance of the offer and to confirm your Joining Date. Please note, if you do not send your acceptance to the email ID mentioned above within five (5) days of receipt of the offer, the offer will stand withdrawn.
- Any change to the Joining Date after acceptance of the offer must be communicated on the above-mentioned email ID at least three (3) days prior to the Joining Date.

You will be on probation for a period of Three (3) months from the date of your joining, after which you will be confirmed if your work is found satisfactory. The probation period can be extended by the company at its discretion based on your performance. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation. In case your performance is not found satisfactory during such period of probation, your services shall stand terminated on expiry of such period of probation or extended period of probation and you shall be informed of the same accordingly in writing.

Your employment will be contingent upon you executing an Employment Agreement, and Employee Non-Disclosure Agreement with the Company on the Joining Date.

On the date of joining, please bring the following documents for verification / submission:

1. Original and copies of educational certificates and mark sheets.
2. Relieving letter & experience certificate from previous employer[s].
3. Salary certificate from previous employer.
4. Original & copy of your passport
5. Three passport size photographs
6. Original and copies of Aadhar and PAN Card

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.

Total Annual Compensation: ₹6,40,000/- (Six Lakhs Forty Thousand Only)

(The detail breakup of the compensation is enclosed in annexure A)

- The compensation stated above is applicable on a per annum basis (before all customary payroll deductions)
- A part thereof will be payable monthly in accordance with the Company's customary payroll practices
- Your package is inclusive of additional non-monetary benefits like medical insurance, compensated lunch, conference budget, conference swags, company outings and parties etc.
- The salary will be paid to you on or before 5th of next month

Please sign this offer letter and return it to us as a confirmation of your acceptance.

By signing this offer letter, you represent and warrant to the Company that you are under no contractual commitments, including without limitation subject to non-competition restrictions or similar type of restrictive agreements, inconsistent with the obligations to be undertaken with the Company.

Should you have any questions, please feel free to call us at +91 8552026633 or send us an email at hr@joshsoftware.com. We look forward to your becoming a part of our team.

Sincerely,

For Josh Software Private Limited

I ACCEPT

Sethupathi Asokan

Digitally signed
by Sethupathi
Asokan
Date: 2020.06.30
22:35:48 +05'30'

Sethupathi Asokan
Co-Founder and Director

Signature:

Name :

Date :

Annexure A

COMPENSATION DETAILS

Particulars	Yearly Salary (INR)	Per Month (INR)
A: Salary Payable		
Basic	₹1,99,200.00	₹16,600.00
House Rent Allowance	₹79,680.00	₹6,640.00
Special Allowance	₹1,19,520.00	₹9,960.00
Total A: Salary Payable	₹3,98,400.00	₹33,200.00
B: Benefits		
Employer's Contribution towards PF	₹21,600.00	₹1,800.00
Total: (A+B)	₹4,20,000.00	₹35,000.00

** Employer's contribution towards PF: The Company contribution towards PF is fixed at INR 1,800/- with an equal contribution from you.

** The figures are rounded off to the nearest rupee.

OTHER BENEFITS:

In addition to the above you will be eligible for the list of following other benefits up to **INR 2,20,000/-**

- Mediclaime & Group Insurance Coverage
- Company Annual Outing
- Conference Budget
- Canteen Facility (Subsidized food, breakfast, snacks)
- Trainings

NOTE:

* Conference budget can be availed only after completion of Three (3) months and prior approval from management is required

* The items listed above are the benefits currently offered by Josh Software. Management reserves its right to amend or withdraw any benefit at a future point of time

TOTAL COMPENSATION VALUE:

The true value of your total compensation includes your direct pay and the company's contribution to your benefits.

Compensation : ₹ 4,20,000.00 /-
Benefits : ₹ 2,20,000.00 /-

Total Value of your Compensation:	INR 6,40,000/-
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Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

Employment Offer Letter



Outward No: **HR/FY19-T0901**

Date: **August 13, 2019**

Abhishek Ajinkya Khaiwale
Flat No. 204, Ascent Apartment, Near Shivsagar Karyalaya, Baner
Pune - 411007

Dear Abhishek,

Based on the interaction we had with you, Eternus Solutions Private Limited, is pleased to offer you the Title of **Trainee**. Given below are the applicable Terms and Conditions of this employment.

1. Your compensation package has been set at **Rs. 360,000/-** per annum, total cost to the company. The detailed break-up is attached herewith in Annexure-A.
2. Your current posting would be at the **Aundh, Pune** office of the Company. You are requested to report at **10:00 AM** to complete the joining formalities.
3. Your employment will be governed by the terms and conditions of the employment agreement, as contained in the Appointment Letter, which will be given to you once you formally join us on or before **43983**. This employment offer letter is open and valid up to the date of joining mentioned.
4. Your appointment is subject to you submitting the following documents to the HR Department on your arrival at Eternus Solutions Private Limited:
 - Educational/professional qualification certificates (Originals + Copies)
 - Proof of Age and Permanent/current Residence address, Emergency contact details
 - Relieving/Experience Letter from last 2 Employers (If applicable)
 - Salary slip/certificate of the last salary drawn (If applicable for last 3 Months)
 - Copy of Passport, PAN card, Aadhaar Card and Driving License
 - 2 (two) passport size Photographs
5. We trust that the information and supporting document you have provided to us are true, based on which you have received this employment offer letter. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the employment offer letter. In the event of any discrepancy found in the information and supporting document provided by you, the company reserves its right to review and revoke this employment offer letter with immediate effect.
6. Please confirm your acceptance of this offer by signing below or you can also confirm your acceptance by replying to the offer letter email sent to you.
7. As part of the Trainee Model hiring, your appointment is subject to the below mentioned terms. Please confirm your acceptance to same below:
 - a) As part of the training program, you will be offered salary package as per attached annexure which will be constant for the said Program period; upon successful completion of program period i.e. 3 months of training period and twenty-four months from date of confirmation, you will be eligible for compensation appraisal. You will also be eligible for annual performance appraisal process as per company policy.
 - b) As part of the annual compensation, employee will have a component named 'Loyalty Bonus'. As part of this program, employee will be eligible to accumulate 2.5% of your annual comp equivalent on a monthly basis (annualized to 30%). The Loyalty bonus amount accrued month-on-month will be paid to you on the completion of twelve months following full accumulation of 1 year of Loyalty Bonus amount. The same will be applicable for the subsequent year as well. (For example: 50% of monthly accumulated amount will be paid out at the end of 2nd year – provided employee is still on payroll and not resigned and not serving notice period and the other 50% at the end of 3rd year). Loyalty bonus program is applicable during Training period also.
 - c) As per Company policy, you will be on probation for the period of 3(three) months from date of your joining which can be extended based on your performance. After successful completion of probation period, you will be getting the confirmation letter as per company policy along with necessary changes in your position.

Eternus Solutions Private Limited

Corporate Office: 001/002, NSG IT Park, Aundh, Pune - 411007 INDIA. Ph. +91 9028528000
Website: www.eternussolutions.com

Employment Offer Letter



Annexure-A

Abhishek Ajinkya Khaiwale
Trainee

With reference to your Offer Letter, the compensation package would be as mentioned here under:

Emoluments	Salary Structure (T000360)	
	Monthly (INR)	Annualized (INR)
Basic	9,720	116,640
House Rent Allowance	3,888	46,656
Conveyance Allowance	400	4,800
Education Allowance	200	2,400
Internet/Telephone Allowance	-	-
Timesheet Allowance	500	6,000
Medical Allowance	-	-
Entertainment Allowance	-	-
Benefits Expenses	350	4,200
Loyalty Bonus* ¹	9,000	108,000
Variable Compensation* ²	-	-
Other Compensation	-	-
Flexible Compensation* ³	5,942	71,304
Total Earnings	30,000	360,000

¹ Loyalty Bonus (if applicable) will be paid as per terms and conditions shared earlier

² Variable Compensation (if applicable) will be as per Annexure "Variable Comp Letter"

³ Flexible component includes LTA reimbursement, Provident Fund Company Contribution and Special Allowance as per individual employee's requirement within statutory norms and company guidelines. The flexible compensation structure can be changed only once at the beginning of the financial year as per statutory norms. LTA reimbursement, Telephone & Internet reimbursement (if applicable) will be based on actual receipt produced during the year for tax exemption, else will be taxable paid as of March Salary for the financial year.

The Monthly portion of the salary will be paid by the 10th banking day of the next month after deducting required taxes/duties as per income tax act applicable at point in time.

We welcome you to our organization and trust that we could mutually build a meaningful and rewarding career for you in our Company.

For Eternus Solutions Private Limited,

Diksha Sisodia
Human Capital Management

Declaration: I have read and understood all portions of the salary annexure letter & I accept the same.

Employee Signature

Employee Name: Abhishek Ajinkya Khaiwale

Date

20 Aug 2019

Eternus Solutions Private Limited

Corporate Office: 001/002, NSG IT Park, Aundh, Pune - 411007 INDIA. Ph. +91 9028528000
Website: www.eternussolutions.com



Application Form



Candiadte ID: ES1918908

Full Name: Jagath sai narayana Kakaraparthi

Gender: Male

Marital Status: Single

Mobile: 9595334764

Contact No: Landline:

Email Id: jsnkakaraparthi@mitaoe.ac.in

Referred By/TPO Details: balanarayana

Mobile:

College Name: Other/CRB

2499 @ gmail.com

Additional Information

Response

If YES, Please explain..

Are suffering from any Chronical Disease?

Yes/No

Do you have any past criminal record?

Yes/No

Any work location constraints?

Yes/No

Do you have friends / relatives / acquaintances working with ESPL?

Yes/No

Do you have any constraints working late hours?

Yes/No

Do you plan any Higher Education in the next two years?

Yes/No

Do you plan to get married in the next two years?

Yes/No

Any family extensions (if married)

Yes/No

Date of Birth

-

24th February, 2019

Tentative DOJ

-

June, 2020

As part of the Trainee Model hiring, your appointment is subject to the below mentioned terms. Please confirm your acceptance to same below:

I AGREE

a. As part of the training program, you will be offered salary package which will be constant for next 24 months from your date of confirmation. Upon successful completion of training program, you will be eligible for compensation appraisal. You will also be eligible for annual performance appraisal process as per company policy.

✓

b. You will be eligible for the Loyalty Bonus Program as part of your Annual compensation. The Program period will be for 24 months from date of confirmation. As part of this program, you will be eligible to accumulate 2.50% of your annual comp equivalent on a monthly basis (i.e. annually 30% of your annual comp). The Loyalty bonus amount accrued month-on-month will be paid to you on the completion of twelve months from full accumulation period of 1 year of Bonus amount of program period. For example: Initial year of monthly accumulated amount will be paid out at the end of 2nd year.

✓

c. As per Company policy, you will be on probation for the period of 3(three) months from date of your joining which can be extended based on your performance. After successful completion of probation period, you will be getting the confirmation letter as per company policy along with necessary changes in your position.

✓

d. During the Program period, if the Trainee goes for Leave without Pay for more than 7 days, the Program Period will be extended by number of days of Leave without Pay.

✓

e. You shall not have any lien on the job or post for which you are being trained nor shall have any claim to be appointed against permanency or regular vacancy, if so accrues. Further, you shall not undergo training, probation or work with any other entity during your training, probation period with the Company.

✓

I certify that information contained in this form is true and complete. I understand that false information may be grounds for not hiring me or may result in immediate termination of employment at any point, if hired. I authorize the verification of any or all information listed above.

Date:

9th August 2019

Signature:

Jagath sai .K

PP - 24M

TP - 3M

27M

3.6L - LB - 2.5% - (9K)

(16K)

1 - 15M	- 27M	✓
16 - 27M	- 39M	- 3rd

Company Name: Eternus Solutions Private Limited

Company Profile: Eternus Solutions is an IT Consulting Services and outsourcing company providing a wide range of IT services to enterprises across various domains locally as well as globally.

Company Website : www.eternussolutions.com

Field of Working: IT/Software Industry

Job Role/Position: Trainee

Experience Required: None

Job Location: Pune

Program Period: 24 Months (Excluding 3 months of Training period)

Annual Compensation: 3.6 Lacs (During complete Program Period including Training period)

Compensation Revision: on completion of Program period as per assigned Appraisal cycle according to Company policy

Qualification – Eligibility Criteria: (Mandatory)

- MCA /MSc./MCS (Computer only) / BE (IT/Computers), B Tech from 2020 batches, 10th and 12th/ Diploma, Graduation and Post-Graduation academic **percentage 58%** and above.
- **Excellent Communication skills.**
- Should be strong with **OOPS + Web** development concepts + strong database knowledge
- Attributes of a strong Team Player

Employment Norms:

- As part of the annual compensation, employee will have a component named '**Loyalty Bonus**'. As part of this program, employee will be eligible to accumulate 2.5% of your annual comp equivalent on a monthly basis (annualized to 30%). The Loyalty bonus amount accrued month-on-month will be paid to you on the completion of twelve months of Program Period, following full accumulation of 1 year of Loyalty Bonus amount. The same will be applicable for the subsequent year as well. (For example: 50% of monthly accumulated amount will be paid out at the end of 2nd year – provided employee is still on payroll and not resigned and not serving notice period and the other 50% at the end of 3rd year). Loyalty bonus program is applicable during Training period also.
- Training/Probation period of three months - Confirmation after three months including change in designation from Trainee to Systems Executive based on individual's performance.
- Performance appraisal will be based on company policies.

Before applying to this job, kindly ensure to meet the above mentioned criteria strictly

Candidate Profile:

- Should have good programming skills

- Should have good analytical and problem solving skills
- Good Interpersonal skills to interact with team members
- Communication skills to work effectively with team members, support & interact efficiently with International clients
- Experience working with appropriate programming languages, operating systems and software will be an added advantage
- Familiarity to CRM concepts will be an added advantage.

Selection Process:

- **Online test -Technical Test + Aptitude Test**
- **Communication check**
- **Problem solving (group activity)**
- **Technical Program Writing**
- **Technical Interview**
- **HR Interview**
- **CxO Interview/Discussion**



Impact where it matters.

CONFIDENTIAL

24 February 2020

Tejas Khandale
MIT, Pune.

Dear Tejas:

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

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

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be INR 6,50,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

Starting Bonus: When you start full-time active, permanent employment with ZS, we will pay you a starting bonus INR 1,50,000 in your second month's payroll. However, if you do not then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to refund the starting bonus in its entirety.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins after 18 months' tenure. Should your employment with ZS terminate for any reason (other than a dismissal by ZS without cause), then you agree to reimburse ZS for any ELRP payments to you within the previous 6 months (from the day you complete the tenure milestone).

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

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

ZS Associates India Private Limited

A Subsidiary of ZS Associates International, Inc. CIN - U72200PN2004FTC020841

Registered Office:

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

T | +91 20 6739 5000 F | +91 20 6739 5001

www.zs.com

Branch Office:

Tower A4, DLF World Tech Park
Sector -30, NH-8

Gurgaon - 122002, Haryana, India

T | +91 124 679 7000 F | +91 124 679 7001

Branch Office:

5th Floor, Safina Towers-South Block
No. 3, Ali Asker Road

Bengaluru - 560052, Karnataka, India

T | +91 080 6773 3700



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

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

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

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

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

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

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

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

- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- ZS will provide a onetime relocation allowance of INR 60,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.

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

Confidentiality and Employment Agreement: Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes.



For you to start employment with ZS, you will be required to sign the employment agreement. If you have questions regarding this agreement, please do not hesitate to ask.

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

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

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

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

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

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **28 February 2020**.

The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of reference and/or background checks. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.



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

Sincerely,

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

Tarun Pandey
Office Managing Principal

Signature: _____

Name as it appears on PAN card or passport: _____

Date Signed: _____



APPENDIX 1

Emerging Leaders Reward Program (ELRP) – Payout schedule

Payout months	Tenure in Months			Total = INR 4,50,000
	At the end of the Quarter of 18 th month	At the end of the Quarter of 30 th month	At the end of the Quarter of 42 th month	
	INR 1,50,000	INR 1,50,000	INR 1,50,000	

ELRP payout only occurs if an individual is actively employed at the time of payout (end of calendar quarter).



Benefit Details

Convenience Benefits:

- **Local Transportation:** A shared pickup and drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 4,00,000 for Associates, Associate Consultants, Consultants and Managers and INR 5,00,000 for Associate Principals and Principals. Employee can nominate up to five dependent family members
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 10,00,000
- **Executive Health Checkup:** Annual Executive Health Checkup facility through a leading hospital chain for all employees and their spouses
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis



APPENDIX 2

Local Transport Service - Pune

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

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

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



Local Transport Service – New Delhi

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

Local Transport Service	
<p>We have broadly divided the New Delhi region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (the preferred locations) or within Zone 2 (other localities some distance away from the office).). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location.</p>	
Zone 1: Ideal	Entire Gurgaon region
Zone 2: Acceptable	<p>Faridabad, South Delhi, Central Delhi, West Delhi and East Delhi Locations</p> <p>The following areas will not be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagat Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.</p>
Zone 3: No Service	Noida, Gaziabad or other areas not covered in the Ideal and Acceptable zone

For more details on the transportation guidelines, please feel free to contact Mohit Tomar (mohit.tomar@zs.com) from the transport team.



Impact where it matters.

CONFIDENTIAL**26 December 2019**

Tushar Tanaji Desai
MIT, Pune.

Dear Tushar:

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

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

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be INR 6,50,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

Starting Bonus: When you start full-time active, permanent employment with ZS, we will pay you a starting bonus INR 100,000 in your second month's payroll. However, if you do not then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to refund the starting bonus in its entirety.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins after 18 months' tenure. Should your employment with ZS terminate for any reason (other than a dismissal by ZS without cause), then you agree to reimburse ZS for any ELRP payments to you within the previous 6 months (from the day you complete the tenure milestone).

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

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

ZS Associates India Private Limited
A Subsidiary of ZS Associates International, Inc. CIN - U72200PN2004FTC020841

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5th Floor, Safina Towers-South Block
No. 3, Ali Asker Road
Bengaluru - 560052, Karnataka, India
T | +91 080 6773 3700



separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

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

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

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

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

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

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

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

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

- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- ZS will provide a onetime relocation allowance of INR 60,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.

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



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

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

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

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

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

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

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **14 January 2020**.

The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of reference and/or background checks. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.



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

Sincerely,

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

Tarun Pandey
Office Managing Principal

DocuSigned by:
Signature: Tushar Tanaji Desai
03BB540BAF49455
Name as it appears on PAN card or passport: Tushar Tanaji Desai
Date Signed: 11-Jan-2020 | 7:59 AM PST



APPENDIX 1

Emerging Leaders Reward Program (ELRP) – Payout schedule

Payout months	Tenure in Months			Total = INR 4,50,000
	At the end of the Quarter of 18 th month	At the end of the Quarter of 30 th month	At the end of the Quarter of 42 th month	
	INR 1,50,000	INR 1,50,000	INR 1,50,000	

ELRP payout only occurs if an individual is actively employed at the time of payout (end of calendar quarter).



Benefit Details

Convenience Benefits:

- **Local Transportation:** A shared pickup and drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 3,00,000 for Associates, Associate Consultants and Consultants and INR 4,00,000 for Managers and above. Employee can nominate up to 3 dependent family members
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 1,000,000
- **Executive Health Checkup:** Annual Executive Health Checkup facility through a leading hospital chain for all employees and their spouses
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis



APPENDIX 2

Local Transport Service - Pune

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

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

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



2020 Batch
Computer - Branch

Local Transport Service – New Delhi

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

Local Transport Service	
<p>We have broadly divided the New Delhi region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (the preferred locations) or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location.</p>	
Zone 1: Ideal	Entire Gurgaon region
Zone 2: Acceptable	<p>Faridabad, South Delhi, Central Delhi, West Delhi and East Delhi Locations</p> <p>The following areas will not be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagat Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.</p>
Zone 3: No Service	Noida, Gaziabad or other areas not covered in the Ideal and Acceptable zone

For more details on the transportation guidelines, please feel free to contact Mohit Tomar (mohit.tomar@zs.com) from the transport team.



Impact where it matters.

CONFIDENTIAL**26 December 2019**

Tripti Mehta
MIT, Pune.

Dear Tripti:

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

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

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be INR 6,50,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

Starting Bonus: When you start full-time active, permanent employment with ZS, we will pay you a starting bonus INR 100,000 in your second month's payroll. However, if you do not then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to refund the starting bonus in its entirety.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins after 18 months' tenure. Should your employment with ZS terminate for any reason (other than a dismissal by ZS without cause), then you agree to reimburse ZS for any ELRP payments to you within the previous 6 months (from the day you complete the tenure milestone).

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

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

ZS Associates India Private Limited
A Subsidiary of ZS Associates International, Inc. CIN - U72200PN2004FTC020841

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5th Floor, Safina Towers-South Block
No. 3, Ali Asker Road
Bengaluru - 560052, Karnataka, India
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separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

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

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

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

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

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

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

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

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

- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.
- ZS will provide a onetime relocation allowance of INR 60,000 to Associates through the second month's payroll. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.

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



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

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

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

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

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

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

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **14 January 2020**.

The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of reference and/or background checks. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.



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

Sincerely,

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

Tarun Pandey
Office Managing Principal

DocuSigned by:
Signature: A handwritten signature in black ink, appearing to read 'Tripti'.

3142CC27BC9C4AF...

Name as it appears on PAN card or passport: Tripti Mehta

Date Signed: 08-Jan-2020 | 2:57 AM PST



APPENDIX 1

Emerging Leaders Reward Program (ELRP) – Payout schedule

Payout months	Tenure in Months			Total = INR 4,50,000
	At the end of the Quarter of 18 th month	At the end of the Quarter of 30 th month	At the end of the Quarter of 42 th month	
	INR 1,50,000	INR 1,50,000	INR 1,50,000	

ELRP payout only occurs if an individual is actively employed at the time of payout (end of calendar quarter).



Benefit Details

Convenience Benefits:

- **Local Transportation:** A shared pickup and drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 3,00,000 for Associates, Associate Consultants and Consultants and INR 4,00,000 for Managers and above. Employee can nominate up to 3 dependent family members
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 1,000,000
- **Executive Health Checkup:** Annual Executive Health Checkup facility through a leading hospital chain for all employees and their spouses
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis



APPENDIX 2

Local Transport Service - Pune

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

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

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



Local Transport Service – New Delhi

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

Local Transport Service	
We have broadly divided the New Delhi region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (the preferred locations) or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location.	
Zone 1: Ideal	Entire Gurgaon region
Zone 2: Acceptable	<p>Faridabad, South Delhi, Central Delhi, West Delhi and East Delhi Locations</p> <p>The following areas will <u>not</u> be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagat Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.</p>
Zone 3: No Service	Noida, Gaziabad or other areas not covered in the Ideal and Acceptable zone

For more details on the transportation guidelines, please feel free to contact Mohit Tomar (mohit.tomar@zs.com) from the transport team.

Fwd: ZS Associates | Campus Recruitment 2019-20 Offers: MIT Pune

1 message

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

Wed, Mar 23, 2022 at 4:14 PM

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

From: **Neha Mehendale** <neha.mehendale@zs.com>

Date: Fri, Jul 12, 2019 at 11:32 AM

Subject: ZS Associates | Campus Recruitment 2019-20 Offers: MIT Pune

To: Director IAC MIT Pune <director.iac@mitpune.edu.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>, anil.pacha@mitaoe.ac.in <anil.pacha@mitaoe.ac.in>

Dear Placement Team,

Hope you are well. It gave us immense pleasure to conduct campus recruitment event for **NMIMS** for the **placement year 2019-20**.

We are glad to announce that we have been able to make **21 offers** from your esteemed college.

S. No.	First Name	Last Name	Role Offered	College	Status
1	Abdul Aziz	Shaikh	BTA	MIT Pune	Offer
2	sagar	Govindwar	BTA	MIT Pune	Offer
3	Pranav	Patil	BTA	MIT Pune	Offer
4	Pournima	Shinde	BTA	MIT Pune	Offer
5	Pooja	Sawant	BTA	MIT Pune	Offer
6	Gaurav	Ingale	BTA	MIT Pune	Offer
7	Tushar	Desai	BTA	MIT Pune	Offer
8	Tejas	Khandale	BTA	MIT Pune	Offer
9	Harshal	Borhade	BTA	MIT Pune	Offer
10	Sareen	Shah	BTA	MIT Pune	Offer
11	Pratyush	Mandal	BTA	MIT Pune	Offer
12	Yash	Budukh	BTA	MIT Pune	Offer

13	Chaitali	Agarwal	BTA	MIT Pune	Offer
14	Abhik	Bhattacharjee	BTA	MIT Pune	Offer
15	Lulua	Rakla	BTA	MIT Pune	Offer
16	Rishabh	Agarwal	BOA	MIT Pune	Offer
17	Tripti	Mehta	BOA	MIT Pune	Offer
18	Atharva	Tilak	BOA	MIT Pune	Offer
19	Mohnish	Bhatewara	BOA	MIT Pune	Offer
20	Shantanu	Kapole	BOA	MIT Pune	Offer
21	Anay	Shrikar	BOA	MIT Pune	Offer

Please share the details of the offered students in the enclosed excel format by 12.00 noon on Monday (15th July) along with an acknowledgement of the acceptance of the offer.

We would like to thank you for all the help rendered in conducting a smooth recruiting process at your institute.

Please feel free to reach out to us for any queries you might have.

Regards,

Neha Mehendale

Human Resources Associate - Recruiting

ZS Associates India Pvt. Ltd.

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

T | +91 20 6739 4560 M | +91 91 6865 1925

www.zs.com

ZS Impact where it matters.



ZS Offers Data 2019-20.xlsx

10K



Impact where it matters.

CONFIDENTIAL**30 December 2019**

Pooja Ramanand Sawant
MIT, Pune.

Dear Pooja:

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

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

ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be INR 6,50,000, inclusive of your basic, fixed allowances and provident fund contributions; all associates are paid on the last working day of every month. Details of the compensation break up and office specific benefits will be shared with you closer to your joining after an office location has been finalized for you.

Starting Bonus: When you start full-time active, permanent employment with ZS, we will pay you a starting bonus INR 100,000 in your second month's payroll. However, if you do not then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to refund the starting bonus in its entirety.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on eligible wages earned during the calendar year. During your initial 12 months, this bonus will be up to 10% of your base salary income earned. Your performance and the company's results will determine your incentive compensation.

Emerging Leader Reward Program: The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression toward becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive which begins after 18 months' tenure. Should your employment with ZS terminate for any reason (other than a dismissal by ZS without cause), then you agree to reimburse ZS for any ELRP payments to you within the previous 6 months (from the day you complete the tenure milestone).

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

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

ZS Associates India Private Limited

A Subsidiary of ZS Associates International, Inc. CIN - U72200PN2004FTC020841

Registered Office:

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

T | +91 20 6739 5000 F | +91 20 6739 5001

www.zs.com

Branch Office:

Tower A4, DLF World Tech Park
Sector -30, NH-8
Gurgaon - 122002, Haryana, India

T | +91 124 679 7000 F | +91 124 679 7001

Branch Office:

5th Floor, Safina Towers-South Block
No. 3, Ali Asker Road
Bengaluru - 560052, Karnataka, India

T | +91 080 6773 3700



separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

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

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

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

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

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

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

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

Relocation: If you are relocating within cities, ZS will provide you with a relocation allowance if you wish to relocate closer to the office. For more details, please free to contact Akanksha Jaiswal (Akanksha.Jaiswal@zs.com) if you will be relocating within Delhi or Seema Barage (Seema.Barage@zs.com) if you will be relocating within Pune. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance and the expenses incurred for the relocation entirely. The relocation allowance is considered taxable income.

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



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

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

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

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

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

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until **14 January 2020**.

The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful completion of reference and/or background checks. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.



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

Sincerely,

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

Tarun Pandey
Office Managing Principal

DocuSigned by:
Signature: Pooja Ramanand Sawant
8845971C3226415...
Name as it appears on PAN card or passport: POOJA RAMANAND SAWANT
Date Signed: 14-Jan-2020 | 10:25 AM PST



APPENDIX 1

Emerging Leaders Reward Program (ELRP) – Payout schedule

Payout months	Tenure in Months			Total = INR 4,50,000
	At the end of the Quarter of 18 th month	At the end of the Quarter of 30 th month	At the end of the Quarter of 42 th month	
	INR 1,50,000	INR 1,50,000	INR 1,50,000	

ELRP payout only occurs if an individual is actively employed at the time of payout (end of calendar quarter).



Benefit Details

Convenience Benefits:

- **Local Transportation:** A shared pickup and drop from residence to office for all employees residing within defined zones.
- **Advance toward Home Deposit:** An interest free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll.

Health and Wellness Benefits:

- **Group Medical Insurance:** A Sum Assured of INR 3,00,000 for Associates, Associate Consultants and Consultants and INR 4,00,000 for Managers and above. Employee can nominate up to 3 dependent family members
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR 1,000,000
- **Executive Health Checkup:** Annual Executive Health Checkup facility through a leading hospital chain for all employees and their spouses
- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis



APPENDIX 2

Local Transport Service - Pune

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

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

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



off 2020 Batch
Computer - Branch

Local Transport Service – New Delhi

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

Local Transport Service	
<p>We have broadly divided the New Delhi region into 3 zones. Please note that this list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (the preferred locations) or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to bring you to the office from this location.</p>	
Zone 1: Ideal	Entire Gurgaon region
Zone 2: Acceptable	<p>Faridabad, South Delhi, Central Delhi, West Delhi and East Delhi Locations</p> <p>The following areas will not be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagat Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.</p>
Zone 3: No Service	Noida, Gaziabad or other areas not covered in the Ideal and Acceptable zone

For more details on the transportation guidelines, please feel free to contact Mohit Tomar (mohit.tomar@zs.com) from the transport team.

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Selected Candidates: Veritas Campus Hiring- (2020 Pass-out Batch)

1 message

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

Mon, Feb 28, 2022 at 3:52 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Aug 29, 2019 at 11:28 AM
Subject: Fwd: Selected Candidates: Veritas Campus Hiring- (2020 Pass-out Batch)
To: R Mathew <dir.tnp@mitaoe.ac.in>

Dear Sir,

Veritas has selected two students of MITAOE, please find below the company mail confirmation for records.

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

From: Kamlesh Jagdale <Kamlesh.Jagdale@veritas.com>
Date: Thu, Jul 25, 2019 at 11:52 PM
Subject: Selected Candidates: Veritas Campus Hiring- (2020 Pass-out Batch)
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Hello Sir,

Thanks for exploring opportunities for your students with Veritas and your support for smooth execution of campus hiring drive.

Please find below the list of candidates which are selected for the final placement with us. As discussed, we consider them as blocked for Veritas with not allowing to sit for any other companies on campus.

Selected Students:

1. Atish Bargaje
2. Tejas Dhakad

Request you to please arrange to send the details of selected students in required format along with filled copy of attached form (all fields are mandatory in form, and write NA if not applicable).

We look forward for similar fruitful association with your institute in future as well. Thank you!

Regards,

Kamlesh Jagdale

University Recruiter - Talent Acquisition (India)

Desk: +91 020 6615 7152

Veritas Technologies LLC

Mac Pro 7

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Icon_TwitterIcon_LinkedInIcon_YouTubeid:image005.png@01D172E3.03077CA0

 Linked in

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

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

2 attachments

 **Candidate Application Form.docx**

102K

 **Data Format- Selected Candidates.xlsx**

11K

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Selected Candidates: Veritas Campus Hiring- (2020 Pass-out Batch)

1 message

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

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To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

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1. Atish Bargaje
2. Tejas Dhakad

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Kamlesh Jagdale

University Recruiter - Talent Acquisition (India)

Desk: +91 020 6615 7152

Veritas Technologies LLC

Mac Pro 7

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 Linked in

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

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

2 attachments

 **Candidate Application Form.docx**

102K

 **Data Format- Selected Candidates.xlsx**

11K



Gangadhar Phad <gbphad@admin.maepune.ac.in>

Fwd: Deloitte || Confirmation of Verbal Offers || MIT, Pune- 2020 batch

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

Tue, Mar 29, 2022 at 1:2

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Tue, Mar 29, 2022 at 12:40 PM
Subject: Fwd: Deloitte || Confirmation of Verbal Offers || MIT, Pune- 2020 batch
To: Vikas Singh <vssingh@mitaoe.ac.in>

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

From: **Titus, Tina Mary** <tstitus@deloitte.com>
Date: Fri, Jul 19, 2019 at 7:07 PM
Subject: Deloitte || Confirmation of Verbal Offers || MIT, Pune
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director IAC MIT Pune <director.iac@mitpune.edu.in>
Cc: Pillay, Kanchan <kanpillay@deloitte.com>, Menon, Hari <harimenon@deloitte.com>

Deloitte in India | July, 2019

Example	S.No	Offer Acceptance
		Accept/Reject
SWANEET DHANANJAYA RAO		
Ananth Narasimhan		
ISHAN CHANDRAKANT MANE		
Priyanka Jadli		
Shanu Jaiswal		
Vikrant Saxena		
Rashmi Rakesh Padmawar		
SHREYA AMOL BENDIGERI		
Abhijeet Sunil Dixit		
Advait Ganesh Khedkar		
Meet Hiten Shah		
Mrunalini Santosh Kulkarni		
Pranav Dinesh Bhat		
Rushabh Sanjay Sanap		comp
Shardul Vishwaraj Pharande		
Anuj Dalmia		
Sudhanshu Ranjan		E&TC
Shivangi Pandey		comp
Nivedita Magdum		comp

**Deloitte Consulting India Private Limited**

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

11/09/2020

Mr. Rushabh Sanjay Sanap
Plot No 211, N-13 , D Sector,
Bharat Nagar , Hudco,
Aurangabad - 431001

Subject: Offer of Employment

Dear Rushabh Sanjay Sanap:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 18, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **January 18, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from

time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 18, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

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

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

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

Rushabh Sanjay Sanap, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

Jennifer Miriam Cynthia

81EFA086A494426...

Authorized Signatory

Mr. Rushabh Sanjay Sanap

Acceptance

I, **Rushabh Sanjay Sanap**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date

In Process

Annexure A**Mr. Rushabh Sanjay Sanap****Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	2,10,000
House Rent Allowance (HRA)	8,750	1,05,000
Special Allowance ^{1a & 1b}	11,867	1,42,404
Leave Travel Allowance ²	1,750	21,000
Meal Card ³	2,200	26,400
Differential Allowance(L)	5,833	69,996
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	6,00,000
Variable Bonus* You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business		
Medical Insurance Premium⁴	1,870	22,440

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹ All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee in Level -**Analyst**^{1a} *Communication Expenses*

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Rs.3,000/- per month

^{1b} *Fuel Expenses*

Petrol / Insurance / Repairs & Maintenance

Rs.7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Rushabh Sanjay Sanap

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500 032** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.
2. **Pre-existing Agreements or Arrangements.** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of Proceedings.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.
4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized*

Signatory, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.
6. **Authorization.** Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.
7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.
8. **Authorization to Access Systems and Electronic Communications and use of Deloitte Property.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my

possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of Works.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the

period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. **Pre-existing Creations; Personal Creations.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.
12. **Post-Employment Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.
13. **Exceptions to Post-Employment Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.
14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities*

remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: *Personnel* and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.
16. **Post-Employment Restrictions re: *Deloitte Property*.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-EMPLOYMENT OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.
18. **Notification of Post-Employment Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.
19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte*

Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.
22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.
23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in [HYDERABAD: Hyderabad, Andhra Pradesh, India] [MUMBAI: Mumbai, Maharashtra, India] [BENGALURU: Bengaluru, Karnataka, India] [GURGAON: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.
25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.
26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to

the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.
28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.
29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.
30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.
31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Consulting India Private Limited



OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

Effective as of **January 18, 2021**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Name

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement,

including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

In Process

ACCEPTED AND AGREED TO:
DELOITTE CONSULTING INDIA PRIVATE LIMITED



OMKAR CHANDRAMOULI KONCHUR
Talent

Authorized Signatory

Date

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

In Process

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

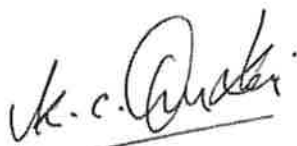
As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client

Specified Kind of Services(s) Permitted

In Process

Deloitte Consulting India Private Limited



OMKAR CHANDRAMOULI KONCHUR
Talent

I have read and understood the above policy terms.

Signature

Name

Date

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining *Deloitte U.S. India*.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years.* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US)'s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net/deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.

- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **January 18, 2021**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature

Name



Dear **Rushabh Sanjay Sanap**,

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **January 18, 2021**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

Human Resources Department



Gangadhar Phad <gbphad@admin.maepune.ac.in>

Fwd: Deloitte || Confirmation of Verbal Offers || MIT, Pune- 2020 batch

Vikas Singh <vssingh@mitaoe.ac.in>

Tue, Mar 29, 2022 at 1:28 PM

To: gbphad@admin.maepune.ac.in

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

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

Date: Tue, Mar 29, 2022 at 12:40 PM

Subject: Fwd: Deloitte || Confirmation of Verbal Offers || MIT, Pune- 2020 batch

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

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

From: **Titus, Tina Mary** <ttitus@deloitte.com>

Date: Fri, Jul 19, 2019 at 7:07 PM

Subject: Deloitte || Confirmation of Verbal Offers || MIT, Pune

To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director IAC MIT Pune <director.iac@mitpune.edu.in>

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

Deloitte in India | July, 2019

	S.No	Offer Acceptance
<i>Example</i>		<i>Accept/Reject</i>
SWANEET DHANANJAYA RAO		
Ananth Narasimhan		
ISHAN CHANDRAKANT MANE		
Priyanka Jadli		
Shanu Jaiswal		
Vikrant Saxena		
Rashmi Rakesh Padmawar		
SHREYA AMOL BENDIGERI		
Abhijeet Sunil Dixit		
Advait Ganesh Khedkar		
Meet Hiten Shah		
Mrunalini Santosh Kulkarni		
Pranav Dinesh Bhat		
Rushabh Sanjay Sanap	→ comp	
Shardul Vishwaraj Pharande		
Anuj Dalmia		
Sudhanshu Ranjan	→ E&TC	
Shivangi Pandey	→ comp	
Nivedita Magdum	→ comp	



List of selected candidates

Dear Team,

Thank you for participating in the 2019 Deloitte in India (Offices of the U.S.) Campus Recruitment process.

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

As a follow-up to our **19** verbal offers made on campus, we have attached the complete list of students selected from your institute. Please fill in the required information in the given format by downloading the attached document, and send it back to us by **24th July, 2019**

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

We look forward to receive further details on the next steps. Please feel free to write to us if you have any questions.

Best regards,

Campus Team



Get in touch



As used in this document, "Deloitte" means Deloitte LLP and its subsidiaries. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.

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36 USC 220506

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v.E.1



MITPune_VoE.xlsx

11K

To,

Mr. Ritik Kumar

A-603, RKL Complex, Alankapuram Society,

Alankapuram Society, Alandi,

Near Vanmukhwadi Bus Stop,

Pune, 412105

Dear Ritik,

Further to our discussions regarding your career opportunities at eQ Technologic ("eQ"), we are pleased to offer you the position of "**Software Engineer**". You will be part of the Development team

Our flagship product platform eQube®, is a highly scalable and feature rich enterprise software platform geared to address organization-wide Business Intelligence (BI) needs as well as the complex enterprise application data migration and integration (MI) needs.

eQube-BI is an open standard compliant, highly scalable, reporting, ad-hoc reporting, and BI / Analytics product. eQube-BI enables collaborative views of critical business process data for analytics, resulting in informed and timely decisions. eQube-BI has been very well received in the global PLM market place. Since its launch in the market, eQube-BI has allowed our customers to substantially leverage their investments in their PLM solutions.

eQube-MI addresses the complex data quality, data correction & repair, data migration & integration needs.

As a **Software Engineer**, your primary duties will be the development and support of various enterprise software products for the company's clients. We consider you to be an important member of Team-eQ and expect you to work closely with all eQ team members.

We are pleased to offer you an annual compensation package as follows:

#	Particulars	Amount
1	Basic Salary	₹ 1,08,000.00
2	Flexible Allowances	₹ 7,29,040.00
3	Company's contribution to Provident Fund	₹ 12,960.00
	Gross Compensation	₹ 8,50,000.00

eQ Technologic (India) Pvt. Ltd.

12th Floor, The Pavillion, Final Plot No.403 A/1, Senapati Bapat Road, Pune 411016, MH, India. Tel.+ 9120 6647 2900

Regd. Office: 4th Floor Beverly Estates, 188/5, Bhandarkar Road, Pune 411004 INDIA CIN: U72900PN1995PTC091806

www.1eQ.com

Other Benefits

- a) You would also be eligible to participate in the Company's Stock Option Plan and the variable compensation plan after the completion of the first anniversary at eQ Technologic. Please note, that these plans may evolve and / or change during 2019-20 as well as in the subsequent years.
- b) The company reviews and evaluates employee's performance on an annual basis at the end of the financial year. Employees joining during the year will be evaluated on their performance and will be financially appraised on completion for their first year. Employees who join between January to March, will be considered for increments at the end of next financial year.
- c) You would also be entitled to the following:
 - A holiday on your birthday
 - A birthday allowance reimbursement of up to ₹ 1,000/- based on food bills submitted
 - Group hospitalization insurance scheme for ₹ 1,00,000/= for yourself and up to five dependants
 - Life Insurance cover. The amount covered is equal to your current annual salary package
- d) Nominations for technical and professional development courses.

Notice period is one month from either the Company or yourself.

Please note that you will be on a probation period for 6 months from your date of joining. eQ Technologic may offer you permanent employment, after successful completion of your probation period. The offer for permanent employment will be purely based on the performance you exhibit during your probation period. All other terms and conditions of your employment with eQ Technologic will be in accordance with the Company's human resources policies.

eQ Technologic reserves the right to amend, modify or vary the above at any time in the future.

If you have any questions, you can contact Mr. Rustom Taraporevala @ 9822595521 or Mrs. Doreen

Fwd: 159 Solutions - selections 2020 batch

1 message

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

Fri, Mar 25, 2022 at 2:59 PM

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

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

From: Ajari, Yashasvi <yashasvi.ajari@159solutions.com>

Date: Wed, Aug 14, 2019 at 4:03 PM

Subject: 159 Solutions - Shortlisted students list

To: Hemant Mali <hemant.mali@mitwpu.edu.in>, anil.pacha@mitaoe.ac.in <anil.pacha@mitaoe.ac.in>

Cc: director.iac@mitpune.edu.in <director.iac@mitpune.edu.in>

Hi Team,

Please refer below the shortlisted students list,

1. Bela Bhate
2. Pooja Chandak
3. Mithin Jobannputtra
4. Rawal Pandey
5. Harshal Talele
6. Aditya Dhole
7. Riya Desai

We will keep the placement cell and the students posted with the further process.

Thank you for all the support on campus.

Regards,

Yashasvi Ajari

HR Business Partner, 159 Solutions Inc.

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Mu Sigma

Mu Sigma - Offer of IntentDate: 26 - Aug - 19College: M.I.T, PuneDear Sakshi Bhongade

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

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

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

Sincerely,

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bengaluru, Karnataka - KA - INDIA - 560 066

Tel: +91 80 4054 9100 | Email: contactus@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of Intent

Date: 26 - Aug - 19

College: M.I.T, Pune

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Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

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CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of IntentDate: 26-Aug-19College: M.I.T., PuneDear Jayesh Shelar

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Sincerely,

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

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CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of Intent

Date: 26 - Aug - 19

College: M.T.T. Pune

Dear Rakshanda Mulay

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

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

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd

Rakshanda S. Mulay

Rakshanda S. Mulay
PRN : 0120160149

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas - ITP1 SEZ Zone Whitefield Road, Bengaluru, Karnataka - KA - INDIA - 560066
Tel: +91 80 4054 9100 | Email: contactus@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of Intent

Date: 26 - Aug - 19

College: M.T.T. Pune

Dear Ratshanda Mulay

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

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Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bengaluru, Karnataka - KA - INDIA - 560066
Tel: +91 80 4054 9100 | Email: contactus@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of IntentDate: 26 Aug 19College: MIT, PuneDear Upasana Mehta

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

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

Sincerely,

A handwritten signature in black ink that reads 'Deepa S. Mahesh'.

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.



Mu Sigma - Offer of Intent

Date: 26-Aug-19

College: M.I.T, Pune

Dear Akanksha Kothari

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

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Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

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Mu Sigma - Offer of Intent

Date: 26-Aug-19

College: M.I.T, Pune

Dear Akanksha Kothari

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Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

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CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of IntentDate: 26-Aug-19College: M.I.T., PuneDear Dipti Shindekar

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

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Sincerely,

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

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CIN: U74140KA2005PTC036309



Barclays Global Service Centre Private Limited
Registered Office: 5th to 12th Floor (Part)
Building G2,
Gera Commerzone SEZ,
Survey No. 65,
Kharadi,
Pune - 411014
CIN - U72200PN2007FTC132479
Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

24 June 2020

Omkar Shivaji Motale
Totewad Colony Dhanki At Post Dhanki ta Umarkhed
Dhanki
Yavatmal
445207

Dear Omkar,

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

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

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

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

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

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Director HR Operations - GSC India

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together form your contract of employment ("Employment Letter").

Name	Omkar Shivaji Motale
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA2 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	3 August 2020, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
Initial Place of Work	You will initially be based in Gera Commerzone SEZ, 5th to 12th Floor (Part) Building G2, , Survey No 65, Kharadi, Pune 411014.
Working Hours	<p>Unless you are required to work in shifts, 09:00 to 18:00 Monday to Friday, plus such additional hours as are required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice. Your manager will inform you if you are required to work shifts.</p> <p>You must also work such additional hours as are 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.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the Company may in its discretion consider necessary.
Salary	

Components	In INR Per Annum
Basic salary	180,000.00
House Rent Allowance	90,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	109,410.00
Annual Salary	379,410.00
Statutory bonus	30,336.00
Provident Fund (Employer's Contribution)	21,600.00
Gratuity (per Company policy)	8,654.00
Total Fixed Pay	440,000.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject

to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you agree to pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

Your annual leave entitlement is 25 days per year (inclusive of privilege and casual leave) and 12 days sick leave.

Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

You will not receive any additional remuneration or time off in lieu for work performed in addition to your normal hours of work, save as required by applicable law.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes"). Processing includes obtaining, holding, editing, destroying and disclosing employee information to any Barclays Group company and its employees and/or any third parties (for example, insurers, pension scheme trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You agree to provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.



Barclays Global Service Centre Private Limited
Registered Office: 5th to 12th Floor (Part)
Building G2,
Gera Commerzone SEZ,
Survey No. 65,
Kharadi,
Pune - 411014
CIN - U72200PN2007FTC132479
Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

2 July 2020

Vaibhav Vijay Mogre
Vijay Mogre Near Aksa Masjid
Jalnagar
Chandrapur
442401

Dear Vaibhav,

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

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

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

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

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

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Director HR Operations - GSC India

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together form your contract of employment ("Employment Letter").

Name	Vaibhav Vijay Mogre
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA2 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	3 August 2020, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
Initial Place of Work	You will initially be based in LTS – Barclays Global Service Centre, Gera Commerzone SEZ , Survey No.65, Village KharadiPune 411014.
Working Hours	<p>Unless you are required to work in shifts, 09:00 to 18:00 Monday to Friday, plus such additional hours as are required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice. Your manager will inform you if you are required to work shifts.</p> <p>You must also work such additional hours as are 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.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the Company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	180,000.00
House Rent Allowance	90,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	109,410.00
Annual Salary	379,410.00
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Total Fixed Pay	440,000.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject

to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect changes in law, tax, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

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You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

If the Company pays or reimburses any expense on your joining the Company towards your relocation from your current place of stay to your place of posting as agreed between the Company and you, if your employment ends less than one year after the Start Date you agree to pay to the Company (or alternatively Company may set-off against/ write off) any amount paid or reimbursed in respect of such relocation from the amount payable to you.

Annual Leave

Your annual leave entitlement is 25 days per year (inclusive of privilege and casual leave) and 12 days sick leave.

Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

You will not receive any additional remuneration or time off in lieu for work performed in addition to your normal hours of work, save as required by applicable law.

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For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You agree to provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.

You agree that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays'/ Company policy. It is your responsibility to inform such individuals that their data will be processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

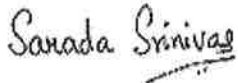
Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

Acceptance

In accepting the terms of this Employment Letter, 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 Employment Letter. This includes the Key Terms, any applicable Schedules and the enclosed Detailed Terms and Conditions. By accepting this offer, you further accept that you are bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of all such policies, guidelines, processes and procedures. This Employment Letter set out the complete and exclusive terms and conditions between you and the Company and supersedes all proposals or prior agreements, oral or written and all other communications between the parties relating to the subject matter of these terms. In the event of any conflict between the Summary of Key Terms and any applicable Schedule and the Detailed Terms and Conditions, the Detailed Terms and Conditions will prevail. In addition, by accepting this offer you will be deemed to confirm that you have received, read, understood, accept and will comply with the requirements detailed in the Detailed Terms and Conditions.

Yours sincerely,



Sarada Srinivas
Director HR Operations – GSC India
2 July 2020

I have read, understood and accept the terms of this Employment Letter (including the terms set out in any applicable Schedules and the Detailed Terms and Conditions section). I have been given an option not to accept these terms and thereby, not to join the Company and to seek appropriate Legal advice to understand interpretation of these terms.

Signature: _____

Date: _____

Taleo Number: 90262535
Contract Type: India– BGSC Analyst Contract

Detailed Terms and Conditions

Introduction

About the Detailed Terms and Conditions

The purpose of the Detailed Terms and Conditions is to provide you with the relevant information on what the Company and the Barclays Group expects from its employees.

The Detailed Terms and Conditions also set out a list of key practices, guidelines and processes that the Barclays Group has developed to reflect our values, purpose and behaviour and as part of our high performance culture and, in accordance with your contractual obligations, must be adhered to at all times. Further information and policies can be found on your own business unit intranet site.

It is important that we review our policies, practices, guidelines and processes to ensure that we stay at the leading edge, enabling us to be one of the most admired financial services companies in the world. From time to time, our policies and procedures do change and you must familiarise yourself with them on joining and periodically throughout your employment. References in the Detailed Terms and Conditions to a policy, practice, guideline and / or process generally are references to the relevant policy, practice, guideline and / or process in force at the relevant time.

These detailed terms and conditions also refer to the Barclays Values which must be adhered to at all times. The Barclays Values (Respect, Integrity, Service, Excellence and Stewardship) are set out on your own business unit intranet site.

You should also refer to Appendix 1 which sets out definitions of the terms used in the Detailed Terms and Conditions.

Your Detailed Terms and Conditions of Employment

1. Introduction to this Section

This section sets out your detailed terms and conditions of employment and should be read alongside your enclosed Summary of Key Terms and any applicable Schedules. These documents form your employment agreement with the Company and are referred to in this document as "Employment Letter". By signing the Employment Letter you confirm that you have read, understood and accept the terms set out in the Detailed Terms and Conditions.

2. Pre-employment and ongoing conditions

- 2.1 Your confirmation in the employment will be subject to successful completion of the Probationary Period as mentioned in the summary of terms or such additional period as the Company considers necessary in its absolute discretion. Your employment shall be deemed to be confirmed automatically unless communicated otherwise in writing.
- 2.2 You understand that the Company's offer of employment is made to you subject to and conditional on the completion of certain pre-employment procedures and processes. You certify that the information that you have provided in connection with completion of the procedures and otherwise in connection with this offer of employment (including at interview stage) is true and accurate both at the time it is given and on the Start Date. The Company reserves the right to carry out screening checks on all employees, and such procedures may include but are not limited to:
- (a) receipt of references and documentary proof that are satisfactory to the Company that you are legally entitled to reside and work in your country;
 - (b) completion of credit checks to the satisfaction of the Company;
 - (c) where criminal record checks are applicable to your role, completion of those checks to the satisfaction of the Company;
 - (d) if requested by the Company, a medical examination by the Company's medical advisers;
 - (e) where Regulator approval for your appointment is required and such approval is sought before your employment commences, such approval either (i) being obtained or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator; (iii) receipt of documentary proof that you hold the appropriate and relevant qualifications; and
 - (f) the Company receiving a signed copy of the Terms from you.
- 2.3 Whilst every effort will be made to complete all the checks and processes in the pre-employment procedures before your Start Date, this may not always be possible. In case you are employed prior to completion of the pre-employment procedure, the Company may terminate your employment at any time on minimum statutory notice if the check reports are not up to our satisfaction or the procedures are not completed within a reasonable period of time.
- 2.4 This offer of employment and your continued employment is also subject to your obtaining, holding and continuing to hold all applicable qualifications, licences and registrations as required by your role. Where Regulator approval for your role is required and such approval is sought after your employment commences, then your continued employment is conditional on such approval either: (i) being obtained; or (ii) not being withdrawn by the Company or a Barclays Group company following consultation with the Regulator (or other relevant regulatory body).
- 2.5 You shall be liable and responsible to inform and update your latest contact and address details, in the records of the Company, from time to time. Failure to comply may constitute gross negligence on your part.
- 2.6 You should not engage in any matter which would or could be anticipated to result in a conflict of interest between you and the Company.

2.7 This offer of employment and your continued employment is also subject to your successful completion of certain trainings (such as Communication & Culture and/or other process and policy trainings accreditations) that may be assigned to you by the Company from time to time. In case you remain absent for more than 2 days during these training programs or you become unable to qualify the trainings to the satisfaction of the Company, the Company shall have the sole discretion to take appropriate action including termination of your employment forthwith in accordance with provisions of Clause 18.1 (e) viii of the detailed terms and conditions of this Employment Letter. In case of your absence due to any personal emergency, your Line Manager shall on his/her sole discretion and upon evaluation of the reason of your absence, may recommend the Company to realign you for the next available training within a period of 30 days of your returning from absence. In case you are realigned for the next training as mentioned above, there may be possible change in process and/ or compensation on account of such realignment. If for any reason you do not agree to the realignment terms or no such realignment is possible within a period of 30 days of your returning from absence, the Company shall have the sole discretion to terminate your employment forthwith in accordance with provisions of Clause 18.1 (e) viii.

3. Place of Work and Mobility

Your place of work is as set out in your Summary of Key Terms. However you may need to travel to other locations and offices as reasonably required in the performance of your duties. You confirm that you will travel to such places (both inside and outside India) as the Company may reasonably require from time to time. Should the Company need to permanently change your place of work, you will be given reasonable notice of any such change (acceptable in e-mail/ letter format).

4. Duties

4.1 During your employment with the Company you confirm that you will:

- (a) act in a manner consistent with and which supports our values, purpose and behaviours and in particular the Barclays Values;
- (b) devote the whole of your working time and attention to the business of the Company and the Barclays Group;
- (c) diligently and faithfully perform such duties and exercise such powers and functions as may reasonably be assigned to you by the Company in relation to its business and that of the Barclays Group to the best of your ability and with integrity, due skill, care and diligence;
- (d) use your best efforts to promote and protect the interests of the Company and the Barclays Group and not do anything to harm those interests;
- (e) comply with all reasonable requests, instructions and regulations given by the Company and the Barclays Group and promptly provide such explanations, information and assistance as to your activities in the business of the Company and the Barclays Group as they may reasonably need;
- (f) neither engage in any activities which would detract from the proper performance of your duties under the terms of this Employment Letter, nor (without the prior written consent of the Company) in any capacity including as director, shareholder, principal, consultant, agent, partner or employee engage or be concerned or interested directly or indirectly in any other trade, business or occupation whatsoever provided always that such activities are in compliance with Barclays policies on outside or external business interests. This paragraph will not prevent you holding for investment purposes only, shares or securities which do not exceed three per cent (3%) in nominal value of the share capital or stock of any class of any company quoted on a recognised stock exchange;
- (g) not engage or be interested in any activities which place you in a position where your interests conflict improperly with those of the Barclays Group, its clients, customers or shareholders. Barclays recognises that, on occasion, a conflict of interest may arise which is unavoidable. In such circumstances you must make your line manager and local compliance control room or compliance contact aware of the issue immediately. You must not act in relation to the matter, without their written direction or approval; and
- (h) report any actual or proposed unlawful activity or behaviour affecting the Barclays Group by you or any other employee, officer, contractor of the Barclays Group or any other person to your manager (or, if they are potentially involved in such unlawful activity or behaviour, to your HR Business Partner or a member of your Compliance team) immediately on becoming aware of it.

5. Salary and allowances

Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cesses and other applicable withholdings. All tax liabilities arising out of your entire remuneration package, present or future, shall be borne by you. Your salary and any allowances will accrue on a daily basis and will be paid pro rata if you are employed for part of a month.

Your salary will be reviewed annually without commitment to increase. The Company may deduct from any payments to you any money owed by you to any Barclays Group company in accordance with the applicable laws.

Your acceptance to these terms shall confirm your consent to the Company making payment of your salary, compensation, award, incentive/ bonus etc. by way of credit to bank account with the bank of Company's choice or via such other mode as the Company may deem appropriate.

6. Discretionary incentive award

- 6.1 You may be eligible to be considered for a discretionary incentive award on an annual basis. The value, form, conditions of delivery and timing of any such awards are at the Company's discretion. This discretion includes the right to make the award or a proportion of the award in a form other than cash, including an award of Shares and to defer an element of an award under the terms of a Barclays Group incentive plan.
- 6.2 Any discretionary incentive award will only be made if, at that time, you are in employment and are not under notice (whether given or received) nor under suspension or investigation for a regulatory or disciplinary matter.
- 6.3 If you are subject to any investigation or disciplinary process at the time when communication, payment or making of any payment and/or award would otherwise occur, then the delivery of that payment and/or award will be suspended. If on conclusion of any investigation and/or disciplinary process, you are dismissed for gross misconduct or cause and / or have committed any serious breach of the Risk and / or Compliance requirements of the Barclays Group, then no payment and / or award will be made to you. If no disciplinary action (or disciplinary action short of dismissal) is taken against you, then a payment and / or award may be made to you after the conclusion of that process. However, the amount of any award and / or payment to which you are entitled may be reduced by the Company in its sole discretion. For the avoidance of doubt, any award and / or payment may be reduced to nil in such circumstances.
- 6.4 Notwithstanding paragraph 6.3, any unpaid or unvested award (or portion of an unpaid or unvested award) may be reduced (to nil if appropriate) at the Company's discretion and to the extent permitted by applicable laws. For the avoidance of doubt, the Company may exercise its discretion including as a result of:
- (a) Barclays PLC or any subsidiary's financial statements having been materially restated for the period for which the award was made other than restatement due to a change in accounting policy or to rectify a minor error; or
 - (b) Your actions having, in the reasonable opinion of the Remuneration Committee, following consultation with the Company:
 - i. deliberately misled the management of the Company, the market and/or Barclays PLC shareholders regarding the financial performance of Barclays PLC or of any subsidiary;
 - ii. caused harm to the reputation of the Barclays Group;
 - iii. amounted to misconduct; negligence, incompetence or poor performance ("misconduct", "negligence", "incompetence", and "poor performance" as determined by the Remuneration Committee acting in good faith, following consultation with the Company); or
 - (c) The Barclays Group or any of its subsidiaries, in the reasonable opinion of the Remuneration Committee, following consultation with the Risk Committee, has suffered a material failure of risk management.

- 6.5 Should the Company become aware that the amount of any award that has been paid or released to you was calculated on the basis of any false, incorrect or misstated information, then, the Company may, within one year of any such payment or release being made, request that you will repay as a debt to the Company the amount (or any part of the amount) as may be determined in the Company's sole discretion and to the extent permitted by applicable laws. You confirm that in the event a repayment obligation arises the Company is authorised to deduct the appropriate amount from your salary or any other amounts due to you (including in instalments) as it determines in its discretion and to the extent permitted by applicable laws.
- 6.6 A payment of cash and / or a release of Shares or other instruments under an award will be subject to tax and other applicable withholdings, taxes, duties, cesses, deductions and will be subject to the rules of any applicable incentive plan.
- 6.7 Whether you are eligible to receive a discretionary incentive award, and if so, the amount shall be determined at the absolute discretion of the Company. You have no contractual right, whether express or implied, to receive an award at all, or an award of any particular amount, and the making of an award in any year does not give rise to any obligation on the Company to make an award in any future year. For the avoidance of doubt, your employment may be terminated by the Company at any time, for any reason, in accordance with clauses 18 or 19 of this Agreement and the exercise of that right to terminate is not limited or fettered by any contractual term (express or implied).
- 6.8 Within Barclays, certain (usually senior) roles are designated as 'Material Risk Taker' ("MRT") roles. Where you are a MRT for any particular year you will be notified of this during or following the end of the relevant year. At any time during the seven year period from the date on which any variable remuneration is awarded to you in respect of a period for which you are a MRT (the "Relevant Variable Remuneration"), if Barclays determines that:

- (a) your actions or omissions have, in the reasonable opinion of Barclays amounted to misbehaviour or material error; and /or
- (b) Barclays or the relevant business unit has suffered a material failure of risk management, then, without prejudice to Barclays other remedies, Barclays may require that you repay an amount, not exceeding the value of the Relevant Variable Remuneration. The repayment shall be of such value as may be determined in Barclays discretion acting in good faith, to such Barclays Group Company and on such terms as Barclays may direct.

In respect of paragraph 6.8 (b) above, Barclays shall take into account your proximity to the applicable failure and your level of responsibility before any request for repayment is made. In respect of paragraphs (a) and (b) above, before any request for repayment is made, Barclays shall take into consideration whether you (i) have participated in, or were responsible for, conduct which resulted in significant losses to the Barclays Group or (ii) failed to meet appropriate standards of fitness and propriety.

For the avoidance of doubt, the whole or any part of the Relevant Variable Remuneration can be clawed back if Barclays makes its determination within seven years from the date that the Relevant Variable Remuneration was awarded to you even if an event falling within (a) or (b) above occurred prior to the date of award.

The determination of what constitutes "misbehaviour", "material error", "material failure of risk management", "significant losses" and "appropriate standards of fitness and propriety" shall be determined by Barclays acting in good faith.

You agree that in the event Barclays makes a repayment determination, you shall repay the amount subject to that determination within the time period specified in the determination. You further agree and provide authorisation for Barclays to deduct the appropriate repayment amount from your salary or any other amounts due to you, to the full extent permitted under local law, whether from Barclays or any other Barclays Group company.

You acknowledge that (in addition to its rights at clause 16 (Amendments to terms and conditions of employment)) the terms of this clause 6.8 may be amended by Barclays to the extent deemed reasonably necessary in order to comply with law, regulations or guidance published by any regulatory authority or other relevant authority from time to time.

This clause shall apply in addition to the general right of repayment set out in clause 6.5 of the Agreement.

7. Statutory and Other Benefits

- 7.1 You will be eligible for various statutory benefits as mentioned in the Summary of Key terms and in accordance with the relevant laws.
- 7.2 The Company operates or may operate a benefits programme for its employees and your benefits are/will set out in full in the attached benefits brochure (except the statutory benefits mentioned above, these benefits do not form part of your contract of employment or have any contractual or other legal effect).

- 7.3 The Company has the right at its absolute discretion to amend or withdraw the benefits at any time and without any compensation or notice to you and / or replace any benefit with an alternative at its discretion.
- 7.4 Participation in any benefits scheme is subject to the rules of the relevant schemes, which may vary from time to time, and is subject to you satisfying any applicable requirements of the insurers or third party providers (where relevant). Your participation may be excluded where, in Barclays opinion, cover can only be obtained on the basis that exceptional conditions or unusually high premiums are imposed or levied by the insurer or provider.

8. Annual Leave

- 8.1 Your annual leave entitlement is set out in the Summary of Key Terms. The Company's annual leave year currently runs from 1 January to the 31 December. The dates of the annual leave year may be changed. You are obliged to take all your annual leave entitlement in the relevant year, unless a policy/Handbook applicable to you states otherwise, in which case leave may only be carried over subject to and in accordance with those terms and applicable law. Your annual leave dates must be agreed in advance with your line manager. You will be allowed to carry your unutilised privileged leaves over to the next annual leave year, subject to the limit and restrictions as may be defined in the company policy and subject to the applicable laws. There is no provision of encashment of unutilised leave (including in case of termination of employment), except where such encashment is mandated by law applicable at the place of your employment at the relevant time.
- 8.2 If your employment begins during an annual leave year, your annual leave entitlement (plus any Bank or Public Holidays which fall during this period), will be calculated pro rata. During the probationary period you may only take such annual leave as has accrued in your favour up until the time of taking such leave. Any unutilised leave at the time of cessation of employment shall lapse and any payment to be made in lieu of the unutilised leave shall be at the sole discretion of Barclays unless mandated by the applicable law. If you have taken more leave than your accrued entitlement, you shall be required to repay to the Company an amount equivalent to any holiday taken in excess of your pro rata holiday entitlement, and the Company is authorised to deduct the appropriate amount from your final salary instalment or any other sum owed by the Company to you at the Termination Date.
- 8.3 In accordance with regulatory guidelines and the Company's policies, the Company may require you to go on a mandatory block leave.

9. Intellectual Property

- 9.1 For the purposes of this paragraph:

"Intellectual Property Rights" means (i) copyright and related rights, patents, know-how, confidential information, database rights, inventions and rights in trademarks and designs (whether registered or unregistered), (ii) applications for registration, and the right to apply for registration, for any of the same, and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world;

"Invention" means any invention, idea, discovery, development, improvement or innovation made, whether or not patentable or capable of registration, and whether or not recorded in any medium; and

"Works" means all documents, materials, software, photographic or graphic works of any type, and other materials in any medium or format which are created or developed, or are in the process of being created or developed, or used (whether in final form or otherwise) by you or on your behalf or by the Company in the course of your employment with the Company or for the benefit of the Company and which are protected by, contain or relate to any Intellectual Property Rights.

- 9.2 You will promptly disclose and deliver up to the Company all and any Works conceived, or made by you during and in the course of your employment (whether conceived, or made during normal working hours, in your normal place of work, or in conjunction with others, or otherwise). You agree to provide the Company with all originals and copies of all correspondence, documents and other materials in whatever medium or form relating to or concerning the Works and the Intellectual Property Rights they contain.
- 9.3 You agree that you will only use the Works to perform your obligations under Employment Letter and that you will not make personal copies of any Works other than for the purposes of your employment with the Company.
- 9.4 It is understood that all Intellectual Property Rights created by you in the course of your employment shall be "work for hire". You acknowledge that you have, and will have at all times while you are employed by the Company, a special obligation to further the interests of the undertakings of the Company, and that all Works and Intellectual Property Rights in the Works will automatically, on creation, belong to and vest in the Company absolutely to the fullest extent provided by law.

- 9.5 To the extent that the Works and Intellectual Property Rights do not vest in the Company or the Barclays Group automatically, you will hold such Works and Intellectual Property Rights on trust for the benefit of the Company until the Works and Intellectual Property Rights vest absolutely in the Company.
- 9.6 You confirm that you will immediately, upon request and at the Company's expense, provide all such documents and assistance as may be necessary to vest the Works and Intellectual Property Rights in the Works in the Company, to enable the Company to enjoy the full benefit of the Intellectual Property Rights, and to enable the Company to enforce its Intellectual Property Rights against third parties or defend claims brought against the Company in relation to any Intellectual Property Rights.
- 9.7 By signing Employment Letter you accept and confirm to assign to the Company or a member of the Barclays Group (as specified by the Company) all current and future Intellectual Property Rights in the Works and any other proprietary rights capable of assignment by way of present assignment of future rights for the full term of such rights. You agree that such assignment shall be perpetual, worldwide and royalty free. You also agree that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.
- 9.8 You unconditionally and irrevocably waive your moral rights in relation to existing and future Works, including your right to be identified as the author of the Works and not to have the Works subject to derogatory treatment. You acknowledge that, except as may be expressly provided by law, no further remuneration or compensation other than that provided for under Employment Letter is or may become due to you.
- 9.9 When this Employment Letter expires or terminates, for whatever reason, you will immediately deliver up to the Company all Works in your possession or under your control, and under no circumstances may any Works be retained by you except with the prior written consent of the Company.
- 9.10 Without prejudice to any specific legal rights which you may otherwise have, you acknowledge that no further remuneration or compensation other than that expressly provided for in this Employment Letter will become due to you in respect of your compliance with this Section 9.

10. Confidentiality

- 10.1 During your employment with the Company or at any time afterwards, you must not disclose to any person or make use of any Confidential Information or trade secrets that you have obtained in the course of your employment. This includes information that you have acquired in the course of your employment concerning the business or affairs of the Company and/or any other Barclays Group company or our customers or clients. You are required to use your best efforts to prevent the unauthorised publication or disclosure of any such Confidential information. Exceptions to this are the use of information for the proper performance of your duties under this Employment Letter, where the Company has given written consent or disclosure is required by law, where the information is already in or comes into the public domain (other than by your unauthorised disclosure).
- 10.2 During your employment or at any time afterwards, you must not make any copy or record (whether recorded in writing, on computer disc, electronically or otherwise) of any Confidential Information, unless this is required for the proper performance of your duties under this Employment Letter. Any such information belongs to the Barclays Group and must be returned by you either at any time during the course of your employment on the request of the Company and immediately on termination of your employment.
- 10.3 For the purposes of this Employment Letter, "Confidential Information" means information concerning the business, affairs, finance, clients or trade connections of the Company, any member of the Barclays Group, or any of its customers, clients, suppliers or agents. This includes but is not limited to:
- (a) commercially sensitive information or trade secrets;
 - (b) corporate and marketing strategy, business development plans, sales reports and research results;
 - (c) business methods and processes, technical information and know-how relating to the Barclays Group's business and which is not available to the public generally, including inventions, designs, programmes, techniques, database systems, formulae and ideas;

- (d) business contacts, lists or details of clients and suppliers and details of contacts with them, their business or affairs, including client names and client contact details, financial and personal affairs, and trading history and methodology;
- (e) information on employees and the terms and conditions of their employment, details of employee benefits, incentive schemes/plans, salary scales and/or current or anticipated trade union/employee disputes;
- (f) information or details of any actual, potential or threatened litigation, legal action, claim, dispute or arbitration against or with any member of the Barclays Group or any current or former director, officer or employee of the Barclays Group in such capacity and any information in respect of provisions for any such action;
- (g) budgets, management accounts, trading statements and other financial reports;
- (h) unpublished price sensitive information relating to shares or securities listed or dealt in on any recognised stock exchange; and
- (i) any other information which any member of the Barclays Group or any of its employees or consultants has identified (orally, in writing, or by its or their actions) as being secret or confidential in nature or which would reasonably be considered as confidential.

10.4 You shall not solicit business for the Company from any clients belonging to your previous employer/s in breach of your terms of employment with your previous employer. You shall not use any confidential information that came to your knowledge in the course of your previous employment/s while working with the Company. You agree to indemnify the Company against any action that the Company may face on account of your actions in breach of your obligations to your previous employer/s.

11. Regulatory compliance and dealing codes

11.1 The nature of the Barclays Group's business is such that it is authorised and regulated by the appropriate Regulator.

11.2 It is your responsibility to know, understand and comply with all legal, regulatory and governance obligations, including the provisions of the Regulatory and Compliance policies that are relevant to you. If you are in any doubt as to your responsibilities in this regard or the rules which apply to you, you must contact the Compliance team within your business area.

11.3 If you are a Regulator approved person (or any equivalent status with any other regulator) you must comply with the Regulator's Statement of Principles and Code of Practice for Approved Persons (or meet the applicable standards). Failure to meet these Principles / Standards and / or to comply with this Code of Practice (or other applicable standards) may result in investigation by the regulator, applicable regulator and/or the Company, and / or disciplinary action being taken against you by the Company which may result in the termination of your employment.

11.4 You agree to be bound by and comply with the Barclays Group Share Dealing Code and with any more stringent dealing rules applicable to you or the area of the business in which you work. In particular, you agree not to make any investment, directly or indirectly, in any company or business which is a customer or client of the Barclays Group and which may in the reasonable opinion of the Company be expected to cause your personal or family interests to conflict with your duty to the Company in any respect.

11.5 Any incentives or compensation payable to you by any member of the Company or Group Company (under this Employment Letter or otherwise, including any guaranteed amounts and including, where applicable, the payment and settlement schedule and split of cash and Shares as set out in this Employment Letter) are subject to limitation or modification to the extent reasonably deemed necessary by the Company including in order to remain consistent with Barclays remuneration policy (as amended from time to time) or to comply with laws and regulations, including any regulations or guidance published by the Regulator from time to time.

12. Expenses

There may be occasions when you incur business expenses for instance, travelling to a training course or visiting another business location for a meeting. Any expenses must be pre-approved and claimed promptly and will be reimbursed to you in line with our procedures, a copy of which can be found on your intranet.

The Company at its sole discretion may bear certain expenses on your training, learning and developmental needs, subject to your acceptance of the terms and obligations as would be mentioned in the agreement ("Training Agreement") that may be executed with you.

As a consideration to the training expenses to be incurred by the Company, you may be asked to work with the Company for a certain period of time, post completion of the said trainings/ programs/courses, as the case may be and/or to compensate the Company by paying an agreed sum as liquidated damages. Your specific obligations will form part of the Training Agreement to be executed with you. For the execution of the Training Agreement, you may be asked to get a surety to undertake your obligations under the terms of the Training Agreement.

Unless otherwise agreed in the Training Agreement, any breach of the terms of the said Training Agreement, will be considered as the breach of the terms of this Letter.

13. Attendance at work

13.1 Your Summary of Key Terms will provide you with details of the particular working pattern that applies to you, and any specific arrangements that may apply regarding changes to this pattern. If you work full time, or for 8 hours or more on a given day, your normal working hours include up to a daily one hour break.

13.2 From time to time, the Company may need to vary your hours, days and times of work if this is necessary to accommodate the needs of the business or the absence of your colleagues. Should the Company need to vary your working hours, you will be given reasonable notice of any such changes.

14. Sickness Leave

14.1 If you are unable to work through ill health or injury you will be entitled to sick leave in accordance with the policy on Leave and Holidays, which can be found in the Company's Intranet. The Company reserves the right to only approve sick leave of more than two consecutive workdays if certified by a medical practitioner of the Company's choice, and you hereby agree to co-operate with such an examination and to authorise the full disclosure of any resulting report to Barclays.

14.2 The payment of salary and any allowances during periods of sickness will be subject to as prescribed under the applicable laws and you following the requirements regarding notification and certification of absence as set out in this Employment Letter, on your intranet and the Company being satisfied that you are unable to work due to illness or injury.

15. Other absences from work

Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

16. Amendments to terms and conditions of employment

16.1 The Company reserves the right to review, revise, amend, replace or withdraw the contents of these Terms and introduce new policies, practices, guidelines and procedures from time to time to reflect the changing needs of the business or any changes in legislation or regulation from time to time.

16.2 For the avoidance of doubt, where the Company retains a discretion under these Terms (including but not limited to the discretion to make incentive award(s) to you, any matters considered in the decision whether to make such an award and the value, form, conditions and timing of delivery of any such award(s)) such discretion cannot be limited or fettered in any way other than by consent between you and the Company which is documented formally in writing on the Company's headed paper by an authorised member of the Human Resources Department.

17. Allocation of duties and transfer within the Barclays Group

You confirm that the Company will be entitled at any time and with [prior notice (where required by applicable law) to: (i) assign you to carry out such projects and/or duties commensurate with your abilities as it will in its absolute discretion determine; and/or (ii) assign you on a temporary or permanent basis to undertake additional duties and/or different duties commensurate with your abilities within any part or parts of the Barclays Group as it will in its absolute discretion determine; and/or (iii) second you on a temporary or permanent basis to work for any company in the Barclays Group or to a third party and/or (iv) transfer your employment and its rights and obligations to another company in the Barclays Group.

18. Leaving Barclays

18.1 Subject to paragraph 2 of these Detailed Terms and Conditions the Company and you may each terminate this Employment Letter in accordance with the "Notice" paragraph set out in your Summary of Key Terms. In addition:

(a) either you or the Company may terminate your employment by giving one month's written notice (or, if greater, the minimum notice according to local applicable law) during any probationary period that may apply to you as set out in your Summary of Key Terms;

(b) your employment shall be conditional on your ability to start work on the agreed Start Date. If you are unable to do so, you will have no entitlement to receive any payment or other benefit whatsoever from the Company or the Barclays Group;

(c) your employment may also be terminated by the Company without notice or pay in lieu of notice if you commit an act of gross misconduct (as may be defined under applicable Company policy from time to time which may include failure to comply with any policies and/or procedures including those referred to in the Detailed Terms and Conditions, lack of competence, serious breach of the Terms including improper or unethical behaviour;

(d) Your contractual and normal retirement age is 60 years. On the day you attain that age, your employment shall end automatically without any need for either party to serve written notice; and

(e) the Company may (without notice, pay in lieu of notice or incurring any obligation to pay compensation) immediately terminate your employment if you:

i. are convicted of any criminal offence (other than a minor offence which, in the opinion of the Company, does not affect your position as an employee of the Company); or

ii. are guilty of any act of dishonesty or gross or serious misconduct or any conduct which brings or is intended to bring any member of the Barclays Group or yourself into disrepute or may damage the business or affairs of the Barclays Group; or

iii. have been found by the Company to have materially or repeatedly breached or have not complied with the terms of this Agreement (or otherwise fail or refuse to carry out the duties assigned to you); or

iv. have breached or otherwise failed the Barclays Group sanctions screening policy or process; or

v. cease to hold or fail to obtain any regulatory approvals or consents which are required for the effective discharge by you of any duties assigned to you under this Employment Letter; or

vi. materially breach the rules of the Regulator; or

vii. breach any Barclays Group rules on anti-bribery or anti-corruption;

viii. don't obtain or maintain the accreditation(s) or qualifications that you are required to have (in the Company's opinion, or according to relevant regulators or professional bodies) to be able to work in your job profile

ix. be repeatedly absent without leave or absent without leave for a period exceeding 14 days.

This sub paragraph is not exhaustive and does not restrict any other right which the Company may have (whether at common law or otherwise) to terminate your employment summarily.

18.2 You shall be liable to pay the Damages to the Company, in case you fail to serve the requisite notice as mentioned in the Summary of Key Terms. These Damages shall be in addition to the payment of salary in lieu of notice period. In respect of the Damages, the Company reserves the right to set-off against/ write off as amount payable/ withhold from the salary and/or any allowances. Further, you shall not be relieved from your contractual notice period, unless expressly relieved in writing.

18.3 The termination of your employment will not affect any terms of this Employment Letter which are intended to operate after the termination date, including the paragraphs relating to Intellectual Property, Confidentiality and Post Termination Restrictions.

18.4 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 vehicles, 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 Barclays Group, 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 Barclays 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 Barclays Group premises;

- (c) resign with immediate effect from any offices or appointments you hold within or connected to the Barclays Group; and
- (d) confirm in writing that you have complied fully with the terms of this paragraph and provide evidence of compliance as the Company may request.

19. Payment in lieu of notice

- 19.1 The Company reserves the right in its sole and absolute discretion to terminate your employment and your terms with immediate effect (whether or not notice has been given by either party) by giving notice in writing to you of its intention to make a payment in lieu of notice and, if it does so, the Company shall make you a payment in lieu of notice, equal to the salary which you would have been entitled to receive if you had worked during your Notice Period or, if your Notice Period has started, the unexpired portion (the "Payment in Lieu"). Where the Company elects to make a Payment in Lieu of some or all of your Notice Period, your employment shall terminate on the date specified by the Company, regardless of when the Payment in Lieu is paid
- 19.2 Any Payment in Lieu will be paid less tax and any applicable withholdings. You will not be entitled to receive any payment in respect of holiday entitlement that would have accrued during the period for which the Payment in Lieu is made.
- 19.3 Any Payment in Lieu may be paid by the Company in accordance with the Company policies and subject to the applicable laws. Any Payment in Lieu may at the Company's discretion be paid as a lump sum within one month of the Termination Date or in equal monthly instalments from the date on which notice is served until what would have been the end of the Notice Period provided always that if after exercising its discretion to make a Payment in Lieu the Company becomes aware of any grounds that would permit it to summarily terminate your employment any payments due under this clause 19.3 will cease to be payable and the net value of any Payment in Lieu that has been received by you shall be repaid as a debt to the Company within 30 days of the Company notifying you of this repayment obligation.

20. Garden leave and suspension

- 20.1 The Company may suspend you at any time from the performance of all or any of your duties:
- (a) for the whole or any part of any applicable Notice Period; or
 - (b) for such periods and on such terms as is necessary to allow any investigation to take place (including, but not limited to an investigation by a regulatory authority or an investigation under the Company's disciplinary procedure).
- 20.2 During any period of suspension, the Company will be under no obligation to provide work for or assign any duties to you and may require you not to attend any premises of any member of the Barclays Group (other than as a customer) and may require you to:
- (a) not speak to, contact or otherwise communicate with or engage with any director, consultant, agent, contractor or employee of any member of the Barclays Group other than to carry out your personal banking, or any person, firm or company who, at the date of such suspension or exclusion is a client or customer of any member of the Barclays Group unless they are members of your immediate family;
 - (b) at any time to carry out such special projects or duties commensurate with your abilities as the Company shall in its absolute discretion determine;
 - (c) meet with representatives from the Company in order to facilitate a handover of work and provide assistance with ongoing business activity; and
 - (d) take any holiday which you have accrued.
- 20.3 During any period of suspension:
- (a) your employment with the Company and this Employment Letter will continue and you will continue to be bound by your obligations under it (except as expressly set out in this paragraph) including, but not limited to, your obligations of confidentiality, good faith and fidelity to the Company; and
 - (b) you shall continue to receive your basic salary and all contractual benefits in the usual way.

21. Post termination restrictions

- 21.1 You agree with the Company (for itself and as trustee and agent for each member of the Barclays Group) that you will not, whether directly or indirectly, on your own behalf or on behalf of or in conjunction with any other person, firm, company or

other entity:

(a) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date approach, solicit or deal with any person, firm, company or other entity who is or was a customer, client or supplier of the Company or the Barclays Group and with whom you had material dealings in the course of your employment with the Company or in respect of whom you were aware of material and confidential information, in both cases within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the business of the Barclays Group; and

(b) for a period of 6 months (if you are an MD, Director, or VP or equivalent grade) or 3 months (if you are an AVP or below or equivalent grade) from the Termination Date solicit or entice away or attempt to solicit or entice away or employ or engage any director, officer or employee of executive status in the Barclays Group with whom you had material dealings within the 12 months period immediately prior to the Termination Date. For the purposes of this paragraph "employee of executive status" will include without limitation any employee of the Barclays Group with a corporate grading Managing Director, Director, Vice President (or equivalent grades, or anything which replaces these grades) and any employees of the Barclays Group with a lower corporate grading where in the 12 months prior to the Termination Date, you have had line manager responsibilities in relation to that employee or they have had line manager responsibilities or have been engaged in work or projects which in the Company's reasonable opinion are key to its business and / or mean that they are in possession of material and confidential information relating to the Barclays Group.

- 21.2 Each of the restrictions contained in this paragraph are considered by the parties to be reasonable in all the circumstances as at the date of this Employment Letter. However, the parties agree that if any one or more of such restrictions will be judged to be void as going beyond what is reasonable in all the circumstances for the protection of the interests of the Barclays Group, but would be enforceable if words were deleted or one or more of the duration, range of activities and area covered were reduced in scope, the restrictions will be deemed to apply with such modifications as may be necessary to make them valid and effective. Any such modification will not affect the validity of any other restriction contained in this Employment Letter and it is agreed that each restriction in this paragraph will be construed as separate and individual restrictions.

- 21.3 You confirm that if, during either your employment with the Company or the period of the restrictions set out in this paragraph you receive an offer of employment or engagement, you will provide a copy of these restrictions to the offeror as soon as reasonably practicable after receiving the offer.

22. Further terms

- 22.1 No omission to exercise or delay in exercising any right, power or remedy of the Company under this Employment Letter will constitute a waiver of that right, power or remedy.

22.2 During your employment:

(a) the Company may at its discretion require that you undergo screening, including for criminal record, sanctions list and/or credit reference checks from time to time. It is anticipated that any such screening would only be undertaken if required for regulatory purposes or in order to comply with the minimum standards for the role you are undertaking; and

(b) you should advise the Company should any of the circumstances as set out in paragraph 18.1(e) of this Employment Letter arise or be brought against you.

- 22.3 You acknowledge that in entering into these Terms you have not relied on any representation or undertaking by the Company whether oral or in writing, except as expressly incorporated into this Employment Letter.

- 22.4 You consent to the Company monitoring your use of all Company resources and its communication and electronic equipment (including without limitation the telephone, internet, blackberry, software applications and email systems) and information stored on the Company's computer equipment, as described in your local acceptable use policy in accordance with the Barclays Group procedure and / or guidance on electronic communications. A copy of the policy that applies to you can be found on your intranet.

- 22.5 You understand that you may, during your employment, be granted awards under the terms of one or more of the Company's long term incentive plans or any incentive or bonus plan operated by the Barclays Group. If, on termination of your employment, you lose any of the rights or benefits under any such plans you will not be entitled, by way of compensation for loss of office or otherwise, to any compensation for the loss of any rights under any such plans.

22.6

If your employment is terminated at any time by reason of any reconstruction or amalgamation of the Company or any Barclays Group company, whether by winding up or otherwise, and you are offered employment with any concern or undertaking involved in or resulting from the reconstruction or amalgamation on terms which (considered in their entirety) are no less favourable to any material extent than the terms of this Employment Letter, you shall have no claim against the Company or any such undertaking arising out of or connected with the termination.

23. Certifications

23.1 You confirm and certify that:

- (a) you are not precluded or restricted by any term of any agreement, undertaking or court order or any obligation to any third party from entering into this Employment Letter or undertaking or properly performing any of the duties of your employment with the Company;
- (b) you will notify the Company of any change in circumstances around the termination of your employment with your previous employer between the date of this Employment Letter and the Start Date;
- (c) you are not currently, and have never been, the subject of an investigation by any company or body into suspected bribery or corruption activity where either: (i) the investigation was concluded and your conduct found to amount to misconduct; or (ii) where the investigation was on-going and did not reach a conclusion because your employment (or engagement) with that company or body was terminated during the investigation (whether by mutual consent or by voluntary termination or otherwise);
- (d) you are not currently, and have never been, the subject of an investigation into suspected criminal activity involving elements of dishonesty (including theft or fraud) or anti-competitive behaviour; and
- (e) you will not during your employment at the Company breach any third party's rights in respect of confidential information and/or intellectual property.

23.2 Any breach of these certifications will entitle Barclays to immediately terminate your employment.

24. Governing law

Your Terms are governed in accordance with the laws of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management. The parties irrevocably submit to the exclusive jurisdiction of the competent courts of the state of your normal place of work, or Mumbai if you work in Corporate Banking, Investment Banking or Wealth and Investment Management in relation to any legal action or proceedings that arise out of or in connection with this Employment Letter.

25. Key policies, procedures and practices

25.1 During your employment with the Company (and where applicable after your employment has terminated) you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) Barclays Group policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.

25.2 You should familiarise yourself with all policies and procedures that apply to your grade and business area as set out on your intranet. The Code of Conduct and the policies, guidelines and procedures on the following issues are particularly important (although this is not intended as a comprehensive list):

- Any applicable Employee Handbook
- Anti Bribery and Corruption
- Regulator's Business Principles
- Disclosure obligations
- Data protection, confidential information and Chinese walls
- Equality and Diversity
- Managing people, including on various types of leave and our disciplinary and grievance policies
- Bullying, Harassment and Discrimination policy
- Prevention of Sexual Harassment at the Workplace
- Dress at Work
- Electronic and other forms of communication
- Personal account and share dealing
- Conflicts of interest and outside business interests and affiliations

- Market conduct
- Gifts and Entertainment
- Health and Safety
- Whistleblowing or Raising Concerns
- Substance Abuse

25.3 Unless otherwise stated, these policies, guidelines and procedures do not form part of this Employment Letter.

25.4 The disciplinary and grievance rules and procedures which are applicable to your employment are set out on your intranet. These rules and procedures do not form part of this Employment Letter. If you wish to appeal against a disciplinary decision you should apply in writing to your line manager or HR contact in accordance with the Company's disciplinary procedure. If you wish to raise a grievance please apply in writing to your line manager or HR contact in accordance with the Company's grievance procedure.

APPENDIX 1

Definitions and interpretation

In the Detailed Terms and Conditions, the following terms have the following meanings:

"Barclays" means Barclays PLC.

"Barclays Group" means Barclays, the Company, and any company which is from time to time:

(a) a holding company (as defined by Section 1159 of the Companies Act 2006) of Barclays

(b) a subsidiary (as defined by Section 1159 of the Companies Act 2006) of Barclays or of its holding company;

(c) a company over which Barclays has control within the meaning of Section 1124 of the Corporation Tax Act 2010; or

(d) a subsidiary undertaking (as defined by Section 1162 of the Companies Act 2006) of Barclays;

and **"Barclays Group company"** will be interpreted accordingly.

"Company" means your employing entity within the Barclays Group.

"Damages" shall mean loss and damage suffered by the Company on account of unauthorized termination of the Employment Letter in breach of the provisions mentioned herein.

"FCA" means the UK's Financial Conduct Authority, or any successor or applicable regulatory authority.

"Notice Period" means the notice period as set out in your Summary of Key Terms.

"PRA" means UK's Prudential Regulation Authority, or any successor or applicable regulatory authority.

"Regulator" means the FCA and / or the PRA, and/or RBI and/or SEBI as may be applicable, or any successor or applicable regulatory authority.

"Risk and/or Compliance requirements" means a control or regulatory issue of business unit significance that is identified by the Company in its absolute discretion.

"RBI" means the Reserve Bank of India or any successor or applicable regulatory authority.

"SEBI" means the Securities Exchange Board of India or any successor or applicable regulatory authority.

"Share" means an ordinary share in Barclays PLC.

"Start Date" means the start date as set out in your Summary of Key Terms.

"Termination Date" means the date on which your employment terminates.

Some capitalised terms in the Detailed Terms and Conditions are as defined in your Summary of Key Terms and any applicable Schedules unless stated otherwise. References to any statute or legislation will include any modification, re-enactment or extension of that legislation.

Attachments to the Offer Letter

Comms.pdf

Offer electronically accepted by: Vaibhav Mogre



Barclays Global Service Centre Private Limited
Registered Office: 5th to 12th Floor (Part)
Building G2,
Gera Commerzone SEZ,
Survey No. 65,
Kharadi,
Pune - 411014
CIN - U72200PN2007FTC132479
Tel: +91 20 67160007; Fax+91 20 67161800

www.barclays.com

30 June 2020

Pranali Laxman Metkari
Atharv Bungalow R-29 MIDC
VidyaNagari Baramati
Pune
413133

Dear Pranali,

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

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

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

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

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

We look forward to welcoming you to Barclays.

Yours sincerely

Sarada Srinivas
Director HR Operations - GSC India

Summary of Key Terms

Introduction to this Section

This section is intended as an "at a glance" summary of the key terms of the offer to you. You must, therefore, read these terms in conjunction with any applicable Schedules and the enclosed Detailed Terms and Conditions which together form your contract of employment ("Employment Letter").

Name	Pranali Laxman Metkari
Employing Company	Barclays Global Service Centre Private Limited ("the Company")
Position	Your role will be Graduate Analyst, BA2 (or equivalent), or such other role as the Company reasonably decides from time to time.
Start Date	3 August 2020, or such other date agreed between us in writing, subject to the pre-employment conditions being met to the Company's satisfaction. Your start date for the purposes of continuous employment is as set out above.
Initial Place of Work	You will initially be based in Gera Commerzone SEZ, 5th to 12th Floor (Part) Building G2, , Survey No 65, Kharadi, Pune 411014.
Working Hours	<p>Unless you are required to work in shifts, 09:00 to 18:00 Monday to Friday, plus such additional hours as are required for the proper performance of your duties. Your working hours can be varied by the Company at its discretion, with reasonable notice. Your manager will inform you if you are required to work shifts.</p> <p>You must also work such additional hours as are 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.</p>
Probationary Period	Your employment is subject to a probationary period of 6 months, or such additional period as the Company may in its discretion consider necessary.

Salary

Components	In INR Per Annum
Basic salary	180,000.00
House Rent Allowance	90,000.00
Flexible Benefit Plan (see further "Statutory and other Benefits" below)	109,410.00
Annual Salary	379,410.00
Statutory bonus	30,336.00
Provident Fund (Employer's Contribution)	21,600.00
Gratuity (per Company policy)	8,654.00
Total Fixed Pay	440,000.00

Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You may be eligible to receive discretionary allowances as mentioned above or otherwise, subject to and in accordance with the Company's policy on such allowances / flexible benefit pay component of the salary, subject to amendment from time to time by the Company, to reflect

Offer electronically accepted on: 3 January 2017, 05:00
changes in law, or other reasons. These allowances may be reduced or withdrawn.

Your allowances will be paid along with your salary as mentioned above, subject to applicable taxes, duties, cesses and other statutory deductions.

Discretionary Incentive Award

You may be eligible to be considered for a discretionary incentive award on an annual basis, at the absolute discretion of the Company and subject to you being eligible at the relevant time. Normally, awards are made in the first quarter, in respect of the previous financial year.

Statutory and Other Benefits

You will be eligible for various statutory benefits in accordance with the relevant laws. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached flyer which does not form part of your contract or have any contractual effect.

Any benefits are subject to the relevant policies/plans from time to time in force. The Company reserves the right to change the benefits or policies/plans from time to time.

Annual Leave

Your annual leave entitlement is 25 days per year (inclusive of privilege and casual leave) and 12 days sick leave.

Further details are included in the Detailed Terms and Conditions and on your intranet.

Notice Period

Either you or the Company may terminate your employment by giving two months written notice, however, the Company may terminate your employment with immediate effect in accordance with applicable Company policies.

Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

Further information on Notice is included in the Detailed Terms and Conditions.

Overtime

You will not receive any additional remuneration or time off in lieu for work performed in addition to your normal hours of work, save as required by applicable law.

Data Privacy

The Company processes employee information for legal, regulatory, administrative and other purposes related to your employment and the conduct of the business of the Barclays Group (the "Agreed Purposes"). Processing includes obtaining, holding, editing, destroying and disclosing employee information to any Barclays Group company and its employees and/or any third parties (for example, insurers, pension scheme trustees, banks, auditors, consultants, lawyer/ law firm, business partners, suppliers and vendors engaged to provide products or services to the Company, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) for the Agreed Purposes ("Processing" or "Process").

For the Agreed Purposes, the Company may transfer employee information to any Barclays Group company and/or any third parties (for example, insurers, pension scheme trustees, banks, business partners, suppliers and vendors engaged to provide products or services to the Company, and other employers following a business transfer or merger) in order to Process employee information for the Agreed Purposes.

You agree to provide your employee information to the Company and consent to the Processing of employee information for the Agreed Purposes. This may include transfers to recipients based in another country to your place of employment (either within or outside the European Economic Area) with different levels of protection of your personal data to India.

You agree that the Company and/or any Barclays Group company may monitor and/or record your use of office equipment, for example, e-mail, internet (including chats and blogs), telephones and mobile telephones for the purposes of compliance with Company procedures and policies, maintenance, security and regulatory requirements or as permitted by law.

Aforesaid clause/ conditions shall apply to information relating to your family members/ relatives with respect to insurance policy, emergency contact details, etc., in accordance with prevailing Barclays'/ Company policy. It is your responsibility to inform such individuals that their data will be

processed in this manner and to obtain their consent.

Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company, the Barclays Group and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information and trade secrets and any stricter policy which applies to your role.

Post- Termination Restrictions

In protecting the interests of the Company, you must not, for a period of 3 months from the termination date of your employment:

- approach, solicit or deal with any person, firm, company or other entity who is or was a customer/supplier of Barclays Group and with whom you had material dealings within the 12 months period immediately prior to your termination.
- solicit or entice, or attempt to solicit or entice away or engage or employ any director, officer or employee in the Barclays Group

Full details of the restrictions you will be bound by are included in the Detailed Terms and Conditions.

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Hitachi Consulting - Campus selections

1 message

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

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

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

Fri, Feb 25, 2022 at 3:27 PM

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

From: Nidhi Shrivastava <NShrivastava@hitachiconsulting.com>

Date: Wed, Sep 4, 2019 at 9:13 AM

Subject: RE: MIT Pune: List of interested & eligible students applied for Hitachi Consulting - Campus Hiring 2020

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

Cc: Director IAC MIT Pune <director.iac@mitpune.edu.in>

Dear Dr. Mali,

At the outset, wish to thank you to participate in our campus hiring drive for FY 2020.

We are pleased to inform that the following students are selected for employment at Hitachi Consulting as 'Consultant' from the pool campus drive conducted at VIT Pune on 29th August 2019.

Name	Mobile	Email	Institute	Campus Hired at	Date of Campus Drive	Gender
Akansha Singhal	8459058582	iinsight.akanshas@gmail.com	MIT, Pune	VIT, Pune	29-Aug-19	F
Monika Sreedharan	7066987702	sreedharanmonika@gmail.com	MIT, Pune	VIT, Pune	29-Aug-19	F

Kindly note the following important points:

- ü Compensation offered will be INR 6.5 Lakhs (Six Lakhs and Fifty Thousand Only) per annum.
 - ü Their joining will be subject to them acquiring minimum 70% marks (aggregate) in graduation / post-graduation.
 - ü Our offer letter along with joining date and location will be sent out prior to their joining date in 2020.
 - ü Please treat this email as confirmation on their selection at Hitachi Consulting.
- Thanks once again for the support, we deeply appreciate your efforts and look forward to strengthen this relationship in times to come.

Warm Regards,

Nidhi

Nidhi Shrivastava
Manager, University Relations
Hitachi Consulting
Pune, India

Mobile: 9545530211
Work: +91 20 3006 1400 Extn - 19199
Email: nshrivastava@hitachiconsulting.com

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MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Interactive Brokers : Campus Selection

1 message

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

Fri, Feb 25, 2022 at 3:28 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Mon, Sep 9, 2019 at 10:57 AM
Subject: Interactive Brokers : Campus Selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Interactive Brokers has selected one student of MITAOE- Vikramsingh Kushwaha, BE -Computer, from the campus recruitment process conducted recently.

Remuneration offered by the company is Rs.8.18 Lacs per annum CTC.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Trupti Patel <tpatel@interactivebrokers.com>
Date: Fri, Sep 6, 2019 at 7:36 PM
Subject: RE: MIT, Pune: Confirmation for the interview - Interactive Brokers - 27th July (2020 batch)
To: Recruiting India <recruiting.in@interactivebrokers.com>, Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Hi Hemant ,

We are happy to inform you that Mayur Patil and Vikramsing Khushwaha is Final Round Select for Interactive brokers .

Thanks

Trupti

27

Comp

MIT | Academy of
Engineering

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

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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13781902	Snehal Mahasidha	Mhamane	sajogi@mitaoe.ac.in	1998-05-09	8554006218	B.Tech/B.E.	Computer Science & Engineering
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13781510	Muhammad mahfooz	alam	smnhamane@mitaoe.ac.in	1998-12-31	8975890454	B.Tech/B.E.	Electronics & Telecommunications
13781519	saurabh	kumar	asjoshi@mitaoe.ac.in	1998-11-24	8411871173	B.Tech/B.E.	Electronics & Telecommunications
13781526	Toshi Alok	Tiwari	malam@mitaoe.ac.in	1997-04-11	7909065831	B.Tech/B.E.	Electronics & Telecommunications
13781988	Pendor Anup	Tukaram	saurabhkumar@mitaoe.ac.in	1998-08-02	7758990649	B.Tech/B.E.	Electronics & Telecommunications
13782001	Patil Madhusudan	Shashikant	tatiwari@mitaoe.ac.in	1998-10-17	9850117883	B.Tech/B.E.	Mechanical Engineering
13781560	Chikalande Mrunal	Suryakant	atpender@mitaoe.ac.in	2000-02-17	9029360855	B.Tech/B.E.	Mechanical Engineering
13782009	Nilesh	BabanChavan	mschikalande@mitaoe.ac.in	1998-07-01	7773974909	B.Tech/B.E.	Mechanical Engineering
13782017	Tuse Piyush	Sanjay	nchavan@mitaoe.ac.in	1998-09-26	9921965122	B.Tech/B.E.	Mechanical Engineering
13781567	Karande Pranav	Prakash	ptuse@mitaoe.ac.in	1999-05-15	8329964701	B.Tech/B.E.	Mechanical Engineering
13781575	Veturlekar Sankalp	Dnyandeav	pkarande@mitaoe.ac.in	1997-08-12	9823509245	B.Tech/B.E.	Mechanical Engineering
13781582	Shreyas Sanjeev	Desai	sdveturlekar@mitaoe.ac.in	1998-04-02	7066301320	B.Tech/B.E.	Mechanical Engineering
13781599	Aaryan	Suri	ssdesai@mitaoe.ac.in	1998-03-05	8805198971	B.Tech/B.E.	Mechanical Engineering
			aaryansuri0@gmail.com	1998-06-08	9149883351	B.Tech/B.E.	Computer Engineering

13782069	Devala Indrajeet	Madhusudan	indrajeet.devala@gmail.com	1998-10-22	9423138026	B.Tech/B.E.	Computer Engineering
13781610	Gharad Pritee	Bharat	pritee1999@gmail.com	1999-05-06	9881908260	B.Tech/B.E.	Computer Engineering
13782084	Satish	Ghayadak	jmsatish1998@gmail.com	1998-06-27	9096768687	B.Tech/B.E.	Computer Engineering
13782094	Abhilasha Anilrao	Gunjarge	abhilashag98@gmail.com	1998-02-25	9860252638	B.Tech/B.E.	Electronics & Telecommunications
13781626	Hrishikesh Shirish	Deolankar	hrishikesh.deolankar@gmail.com	1998-09-05	7387982634	B.Tech/B.E.	Electronics & Telecommunications
13782122	Raviraj Dattatray	Mohite	raviraj18mohite@gmail.com	1998-10-18	9689456002	B.Tech/B.E.	Electronics & Telecommunications
13781322	PATIL SHUBHAM	DILIP	shubhampatil859@gmail.com	1998-10-14	9503948949	B.Tech/B.E.	Electronics & Telecommunications
13782138	Malise Akshay	Vinayak	akshayvinayakmalise@gmail.com	1999-06-15	9405928354	B.Tech/B.E.	Information Technology
13782142	Hamza	Hafiz	hamzahafiz87@gmail.com	1997-01-19	9149625244	B.Tech/B.E.	Information Technology
13781663	Nikhil anilkumar	Patil	Nikhil13164095@gmail.com	1998-05-10	8390705751	B.Tech/B.E.	Information Technology
13781666	OMKAR BALASARE	SAKHARE	oamsakhare@gmail.com	1998-04-06	9834099159	B.Tech/B.E.	Information Technology
13782155	Rama Padmanabh	Kane	rama.kane8@gmail.com	1998-06-24	9405406581	B.Tech/B.E.	Information Technology
13781358	rishi	koul	rishikaul12@gmail.com	1998-05-28	9149896529	B.Tech/B.E.	Information Technology
13781677	SOLANKE SHRADDHA	KISHOR	shraddhasolanke1998@gmail.com	1998-02-02	9130457628	B.Tech/B.E.	Information & Communication Technology
13782169	Sushil Ravindra	Chudhari	sushil4dhar@gmail.com	1998-06-29	8658611709	B.Tech/B.E.	Information Technology
13781366	Jaijoo Vaibhav	Devendra	vaibhavjaj65e@gmail.com	1998-03-27	7776863345	B.Tech/B.E.	Information Technology
13782173	Abhishek Devendra	Gaikwad	absgaikwad@gmail.com	1999-06-26	7057442699	B.Tech/B.E.	Mechanical Engineering
13781368	Aditya Sanjay	Ghatol	adityas.ghatol@gmail.com	1998-12-22	9158834439	B.Tech/B.E.	Mechanical Engineering
13782192	Amita Rajesh	Shivkar	amitashivkar99@gmail.com	1999-02-17	9139215615	B.Tech/B.E.	Mechanical Engineering
13781691	Gargeya Sandeep	Bapat	garsbap11@gmail.com	1998-01-11	9503757361	B.Tech/B.E.	Mechanical Engineering
13781692	Luniya Harshal	Anilkumar	harshalluniya003@gmail.com	1998-05-03	9730730749	B.Tech/B.E.	Mechanical Engineering
13782197	Ishwari Mukund	Hirve	hirveishwari98@gmail.com	1998-08-16	9657410434	B.Tech/B.E.	Mechanical Engineering
13781693	Ranade Prajakta	Kulkarni	kulkarni.ju9498@gmail.com	1998-04-09	7517807991	B.Tech/B.E.	Mechanical Engineering
13782184	Pranit Jagannath	Millind	pranjaktar1998@gmail.com	1998-04-24	7757900733	B.Tech/B.E.	Mechanical Engineering
13782186	Rupesh Balu	Kadam	pranitikadam4386@gmail.com	1998-11-28	7397963701	B.Tech/B.E.	Mechanical Engineering
13782202	SAFA SALIM	Handore	rupesh185handore@gmail.com	1999-05-18	7020359331	B.Tech/B.E.	Mechanical Engineering
13782216	SHAIKH	SHAIKH	safshaikh786.ss@gmail.com	1998-09-16	9158016786	B.Tech/B.E.	Mechanical Engineering
13781700	Shubham Ganeshrao	Kolhe	shubhamkolhe198@gmail.com	1998-10-12	7775080032	B.Tech/B.E.	Mechanical Engineering
13781705	Haritar Tejas	Prashant	tjhr123@gmail.com	1998-01-05	7558559619	B.Tech/B.E.	Mechanical Engineering
13782229	DHANKHODE VAIBHAVI	MANISH	missvaibhavi1998@yahoo.com	1998-12-26	9869195752	B.Tech/B.E.	Mechanical Engineering
13781706	VEDANT NAGESH	CHIREKHANI	vedantc11@gmail.com	1998-10-11	9767760362	B.Tech/B.E.	Mechanical Engineering
13781709	Vivin Sunil	Oza	vivin.oza@gmail.com	1998-03-05	9850586660	B.Tech/B.E.	Mechanical Engineering
13781717	RATHI ANKUSH	PRAKASH	ANKUSHRATHI2905@GMAIL.COM	1998-05-29	9665782167	B.Tech/B.E.	Civil Engineering
13781733	Bagul Manali	Hareshwar	manalibagul123@gmail.com	1998-08-18	9172638494	B.Tech/B.E.	Computer Science & Engineering
13781770	Pratiksha Dattatray	Gadge	pratiksha.gadgenit@gmail.com	1998-12-24	9766945159	B.Tech/B.E.	Electronics & Telecommunications
13781792	TEJAS DHANAJI	JAGTAP	tejasjagtap5232@gmail.com	1998-07-13	8805785414	B.Tech/B.E.	Electronics & Telecommunications
13781433	SHIRISH BAPUSAHEB	KHAIRNAR	shirishkhairnar123@gmail.com	1997-09-11	9168106846	B.Tech/B.E.	Information Technology
13781817	PAWAR HARSHADA	ANIL	harshadaa14@gmail.com	1999-05-14	7057414111	B.Tech/B.E.	Mechanical Engineering
13781829	chinchhare radhika	sanjay	rs.chinch@gmail.com	1998-04-27	7721940020	B.Tech/B.E.	Mechanical Engineering
13781444	bhandarwar saikrishna	ganesh	sai.bhandarwar25@gmail.com	1999-01-03	9834943819	B.Tech/B.E.	Mechanical Engineering
13781456	RODGE ADHYAYAN	PRAVIN	adhyayan.rodgermit@gmail.com	1997-12-01	8149031450	B.Tech/B.E.	Petroleum Engineering
13781850	Parag	Pande	paragpandel1@gmail.com	1998-02-16	9527552224	B.Tech/B.E.	Petroleum Engineering
13781851	CHIKHALE ROHIT	RAMESH	rohitchikha15@gmail.com	1998-06-24	8197318799	B.Tech/B.E.	Petroleum Engineering
13781886	Phirke Kirti	P	kphirke@mitaoe.ac.in	1998-09-26	7038659294	B.Tech/B.E.	Computer Science & Engineering
13781889	Chachkar Nikhil	Tukadadas	ntchachkar@mitaoe.ac.in	1998-02-19	9049014975	B.Tech/B.E.	Computer Engineering
13781490	Rushikesh Haridas	Kadam	rkhadam@mitaoe.ac.in	1999-05-01	9075600540	B.Tech/B.E.	Computer Engineering
13781504	Ashutosh	Kumar	ashutoshkumar@mitaoe.ac.in	1999-02-12	8340795550	B.Tech/B.E.	Electronics & Telecommunications
13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	1998-11-30	9158801972	B.Tech/B.E.	Electronics & Telecommunications
13781973	RUSHIKESH HARIHAR	KASTORE	rkhastore@mitaoe.ac.in	1998-06-27	7559460294	B.Tech/B.E.	Information Technology
13781541	Umanag	Joshi	ujoshi@mitaoe.ac.in	1998-11-05	7620874913	B.Tech/B.E.	Information Technology
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	1998-07-18	9545967537	B.Tech/B.E.	Mechanical Engineering
13781991	Bhise Advadhut	Uttam	aubhise@mitaoe.ac.in	1998-01-30	8888276247	B.Tech/B.E.	Mechanical Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	1999-01-08	7020613258	B.Tech/B.E.	Mechanical Engineering
13782040	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	1996-10-15	9096785447	B.Tech/B.E.	Mechanical Engineering
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	1998-12-19	8329809093	B.Tech/B.E.	Mechanical Engineering

13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	1998-07-05	19923742808	B.Tech/B.E.	Mechanical Engineering
13781618	SUMET	BHATNAGAR	SUMETWORK0@GMAIL.COM	1999-05-10	8793080774	B.Tech/B.E.	Computer Engineering
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	1998-05-25	8805558393	B.Tech/B.E.	Information Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	1998-10-14	9130160001	B.Tech/B.E.	Information Technology
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	1998-03-15	7987668724	B.Tech/B.E.	Information Technology
13781679	Sudarshan Bhalchandra	Bhikane	bhikanesudarshan@gmail.com	1998-02-01	9420753417	B.Tech/B.E.	Information Technology
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	1998-05-14	9764112629	B.Tech/B.E.	Mechanical Engineering
13781537	Shant Himmatrao	Naik	ihnai@mitaoe.ac.in	1998-10-09	9370183886	B.Tech/B.E.	Information Technology

06-Dec-2019

Dear Anup Vasant Kolte,
B.Tech/B.E., Computer Science and Technology
Maharashtra Institute of Technology



Candidate ID – 13781881

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Anup Vasant Kolte

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

2020 Batch
Computer Branch

06-Dec-2019

Dear Rushikesh Haridas Kadam,
B.Tech/B.E., Computer Engineering
Maharashtra Institute of Technology



Candidate ID – 13781490

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Rushikesh Haridas Kadam

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

2020 Batch
Computer - Branch

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition
Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx
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13781537	Shant Himmatrao	Naik	ihnai@mitaoe.ac.in	1998-10-09	9370183886	B.Tech/B.E.	Information Technology

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant CandidateID	First Name	Last Name	Primary Email Id	dob	Primary Mobile Number	Current Degree	Current Stream
13781960	Rahul Rjesh	Singh	rrsingh@mitaoe.ac.in	1998-03-16	7620685242	B.Tech/B.E.	Electronics Engineering
13781347	Misal Akash	Balasaheb	akash.misalmi@gmail.com	1998-06-01	7875571844	B.Tech/B.E.	Computer Engineering
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13781727	ANUBHAV DATTA	GUPTA	neilanu1702@gmail.com	1998-02-17	8788226468	B.Tech/B.E.	Computer Engineering
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13781757	Jitesh Mahendra	Singhal	ssinghaljitesh@gmail.com	1998-10-28	7021881909	B.Tech/B.E.	Electronics & Telecommunications
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx

29K

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13782072	Madhur Prashant	Firodiya	mdevkar01@gmail.com	1998-09-21	8208868938	B.Tech/B.E.	Computer Science & Engineering
13781606	Madhur Manoj	Patil Mruganka	madhurfirodiya15@gmail.com	1999-02-03	8975797508	B.Tech/B.E.	Computer Engineering
13782073	Prerana	Patil Mruganka	pmruganka1@gmail.com	1998-07-18	7722050492	B.Tech/B.E.	Computer Engineering
13782077	Rachit	Gaikwad	preranaaikwad5@gmail.com	1999-05-26	7447209849	B.Tech/B.E.	Computer Science & Engineering
13782086	Jajoo Shraddha	Nitin	rachit26thakar@gmail.com	1998-07-26	8830540863	B.Tech/B.E.	Computer Engineering
13782093	YASH VANDESH	URADE	jajooshraddha04@gmail.com	1999-04-24	7588891465	B.Tech/B.E.	Computer Engineering
13782103	Anuja Anand	Shitole	yashurade20@gmail.com	1998-03-20	8308008214	B.Tech/B.E.	Electronics & Telecommunications
13782112	Kartik pravin	pagey	anujas187@gmail.com	1998-07-18	8055060070	B.Tech/B.E.	Electronics & Telecommunications
13781637	Rajat Shantaram	Nimje	kartikpagey@gmail.com	1997-10-22	9637279886	B.Tech/B.E.	Electronics & Telecommunications
			rajatnimje034@gmail.com	1998-04-12	7719939076	B.Tech/B.E.	Electronics & Telecommunications

13782123	Kajale Rutuja	Shamsundar	kajalerutuja87@gmail.com	1999-06-19	7038551052	B.Tech/B.E.	Electronics & Telecommunications
13781647	Vinanti	Dani	vinantidani9@gmail.com	1998-10-09	9158995891	B.Tech/B.E.	Electronics & Telecommunications
13781648	Akshay Madhukar	Barhate	akshaybarhate1998@gmail.com	1998-12-01	9766157690	B.Tech/B.E.	Information Technology
13781654	Dethle Ashwika	Sunil	ashwikadethle0803@gmail.com	1998-03-08	9049926716	B.E	INFORMATION TECHNOLOGY
13781328	Sudhanshu Sanjay	Deshpande	sudhanshud26@gmail.com	1998-10-26	9890511097	B.Tech/B.E.	Information Technology
13781680	Suraj Sanjeev	Kurlekar	kurlekar.suraj@gmail.com	1998-09-03	7798869606	B.Tech/B.E.	Information Technology
13782174	Ankit Sanjay	Borle	ankitsborle@gmail.com	1998-05-22	9970297776	B.Tech/B.E.	Mechanical Engineering
13782178	PRASHANT	PRASHANT	meghalidavid13@gmail.com	1998-11-13	9552270110	B.Tech/B.E.	Mechanical Engineering
13782211	Pravanka Dnyaneshwar	Bhoite	privanakbhoite1998@gmail.com	1998-12-14	7218440749	B.Tech/B.E.	Mechanical Engineering
71713852	KHARNAR RUSHIKESH	MANISH	rushikharnar27@gmail.com	1999-05-27	7057527599	B.Tech/B.E.	Mechanical Engineering
13782215	Guddi Rushikesh	Shrikant	rushikeshguddi25@gmail.com	1999-03-23	8237371848	B.Tech/B.E.	Mechanical Engineering
13781695	Shinde Rutuja	Ajit	rsinde4232@gmail.com	1998-06-05	9561957797	B.Tech/B.E.	Mechanical Engineering
13782220	Savli Amol	Vadhere	sayliavadhere@gmail.com	1998-03-30	8381097057	B.Tech/B.E.	Mechanical Engineering
13781701	Siddharth Sanjay	Pawar	siddharthpawar28@gmail.com	1999-05-10	9373536274	B.Tech/B.E.	Mechanical Engineering
13782230	Vaishnavi	Panse	vaishnavi.m.panse@gmail.com	1998-12-19	8237002060	B.Tech/B.E.	Mechanical Engineering
13781707	Vinayak Ashok	Gujarathi	vinayakgujarathi19@gmail.com	1999-04-01	8975893425	B.Tech/B.E.	Mechanical Engineering
13781713	Hrishikesh Arun	Khairnar	khairnarhrishikesh@gmail.com	1995-08-21	7773983910	M.Tech./M.E.	CAD / CAM
13781722	PANSE ABHISHEK	RAJENDRA	panseabhishek@gmail.com	1998-09-25	9822896968	B.Tech/B.E.	Computer Engineering
13781724	Londhe Aditya	Vilas	alondhe67@gmail.com	1997-08-25	8149790852	B.Tech/B.E.	Computer Engineering
13781742	Khachane Ruhi	Ajay	ruhikachane@gmail.com	1998-04-13	9011494655	B.Tech/B.E.	Computer Engineering
13781403	Tavade Saurabh	Baldeo	saurabhtavade64@gmail.com	1999-06-07	8329265508	B.Tech/B.E.	Computer Engineering
13781750	ADITYA PRAKASH	RETHE	adityarethe@gmail.com	1998-01-26	9028289416	B.Tech/B.E.	Electronics & Telecommunications
13781771	Preet Mahendra	Palrecha	palrecha.preet@gmail.com	1998-09-22	8983384229	B.Tech/B.E.	Electronics & Telecommunications
13781779	Sagar	Bhatiya	sagarbhatiya.s08@gmail.com	1997-05-26	8888099060	B.Tech/B.E.	Electronics & Telecommunications
13781426	Yashraj Ravindra	Patil	yashraj0109@gmail.com	1995-09-01	9029077755	B.Tech/B.E.	Electronics & Telecommunications
13781806	Jawale Ajit	Chandrakant	ajitjawale3424@gmail.com	1995-05-22	9730419317	B.Tech/B.E.	Mechanical Engineering
13781810	Zanzane Atharva	Sunil	athusuz98@gmail.com	1998-11-29	9130255084	B.Tech/B.E.	Mechanical Engineering
13781813	Kulkarni Dushyant	Umesh	dushyantkulkarnidk21@gmail.com	1998-05-21	9921874726	B.Tech/B.E.	Mechanical Engineering
13781436	MANISH SANTOSH	KOLWANKAR	manishkolwankar08@gmail.com	1997-08-06	9152087086	B.Tech/B.E.	Mechanical Engineering
13781440	Kitur Nidhi	Arvind	nidhikitur@gmail.com	1998-01-02	9028482029	B.Tech/B.E.	Mechanical Engineering
13781824	NISHANT DHANANJAY	PATIL	nishantpatil192@gmail.com	1998-02-19	7276785733	B.Tech/B.E.	Mechanical Engineering
13781831	Rahul Millind	Jagtap	rahuljagtap2297@gmail.com	1997-06-22	9552773118	B.Tech/B.E.	Mechanical Engineering
13781442	RUSHABH SANTOSH	RAKHECHA	rushabh.rakhechamit@gmail.com	1998-02-09	9423919361	B.Tech/B.E.	Mechanical Engineering
13781445	Kale Sarvesh	Suhas	sarveshkale10@gmail.com	1998-07-02	9405621443	B.Tech/B.E.	Mechanical Engineering
13781448	Siddhant Milindkumar	Shankure	siddhantshankure@gmail.com	1998-10-10	8390547626	B.Tech/B.E.	Mechanical Engineering
13781840	Yash Vijay	Mittal	mittalyashvi@gmail.com	1999-01-22	9765483999	B.Tech/B.E.	Mechanical Engineering
13781849	PATIL OMKAR	ANANDA	omkarpatilkoor@gmail.com	1998-05-31	9119445448	BE	Petroleum Engineering
13781854	Sanyukta Suhas	Kasture	sanyukta.kasturemit@gmail.com	1998-04-29	9373788499	B.Tech/B.E.	Petroleum Engineering
13781867	SHIGVAN PRAKASH	PRAKASH	ppshigvan@mitaoe.ac.in	1998-07-25	7744814540	B.Tech/B.E.	Chemical Engineering
13781473	JOGI SHWETA	ARUN	sojog@mitaoe.ac.in	1998-05-09	8554006218	B.Tech/B.E.	Chemical Engineering
13781895	Pratik	Jare	pdjare@mitaoe.ac.in	1998-03-30	8007556447	B.Tech/B.E.	Computer Science & Engineering
13781902	Snehal Mahasidha	Mhamane	smmhamane@mitaoe.ac.in	1998-12-31	8975890454	B.Tech/B.E.	Computer Engineering
13781918	Ayush	Joshi	asjoshi@mitaoe.ac.in	1998-11-24	8411871173	B.Tech/B.E.	Electronics & Telecommunications
13781510	Muhammad mahfooz	alam	malam@mitaoe.ac.in	1998-04-04	9110047428	B.Tech/B.E.	Electronics and Communication Engineering
13781519	saurabh	kumar	saurabhkumar@mitaoe.ac.in	1997-04-11	7909056831	B.Tech/B.E.	Electronics & Telecommunications
13781526	Toshi Alok	Tiwari	tatiwari@mitaoe.ac.in	1998-08-02	7758990649	B.Tech/B.E.	Electronics & Telecommunications
13781988	Pendur Anup	Tukaram	atpendur@mitaoe.ac.in	1998-10-24	9850117883	B.Tech/B.E.	Mechanical Engineering
13782001	Patil Madhusudan	Shashikant	madhusudan-patil@mitaoe.ac.in	2000-02-17	9029360855	B.Tech/B.E.	Mechanical Engineering
13781560	Chikalande Mrunal	Suryakant	mschikalande@mitaoe.ac.in	1998-07-01	7773974909	B.Tech/B.E.	Mechanical Engineering
13782009	Nilesh	Baban Chavan	nbhavan@mitaoe.ac.in	1998-09-26	9921965122	B.Tech/B.E.	Mechanical Engineering
13782017	Tuse Piyush	Sanjay	ptuse@mitaoe.ac.in	1999-05-15	8329664701	B.Tech/B.E.	Mechanical Engineering
13781567	Karande Pranav	Prakash	ppkarande@mitaoe.ac.in	1997-08-12	9823509245	B.Tech/B.E.	Mechanical Engineering
13781575	Veturi Sankalp	Dnyande	veturiekar@mitaoe.ac.in	1998-04-02	7066301320	B.Tech/B.E.	Mechanical Engineering
13781582	Shreyas Sanjeev	Desai	ssdesai@mitaoe.ac.in	1998-03-05	8805198971	B.Tech/B.E.	Mechanical Engineering
13781599	Aaryan	Suri	aaryansuri0@gmail.com	1998-06-08	9149883351	B.Tech/B.E.	Computer Engineering

13782069	Devale Indrajeet	Madhusudan	Indrajeet.devale@gmail.com	1998-10-22	9423138026	B.Tech/B.E.	Computer Engineering
13781610	Gharad Pritee	Bharat	priteeg1999@gmail.com	1999-05-06	9881908260	B.Tech/B.E.	Computer Engineering
13782084	Satish	Ghayadak	imsatish1998@gmail.com	1998-06-27	9096768687	B.Tech/B.E.	Computer Engineering
13782094	Abhisha Anilrao	Gunjarge	abhishag98@gmail.com	1998-02-25	9860252638	B.Tech/B.E.	Electronics & Telecommunications
13781626	Hrishikesh Shirish	Deolankar	hrishikesh.deolankar@gmail.com	1998-09-05	7387987634	B.Tech/B.E.	Electronics & Telecommunications
13782122	Raviraj Dattatray	Mohite	raviraj18mohite@gmail.com	1998-10-18	9689456002	B.Tech/B.E.	Electronics & Telecommunications
13781322	PATIL SHUBHAM	DILIP	shubhampatil859@gmail.com	1998-10-14	9503948949	B.Tech/B.E.	Information Technology
13781322	Malise Akshay	Vinayak	akshayvinayakmalise@gmail.com	1999-06-15	9405928354	B.Tech/B.E.	Information Technology
13782138	Hamza	Hafiz	hamzahafiz87@gmail.com	1997-01-19	9149625244	B.Tech/B.E.	Information Technology
13781663	Nikhil anilkumar	Patil	Nikhil13164095@gmail.com	1998-05-10	8390705751	B.Tech/B.E.	Information Technology
13781666	OMKAR BALASAHEB	SAKHARE	oamsakhare@gmail.com	1998-04-06	9834099159	B.Tech/B.E.	Information Technology
13782155	Rama Padmanabh	Kane	rama.kane8@gmail.com	1998-06-24	9405406581	B.Tech/B.E.	Information Technology
13781358	rishti	koul	rishtikaull12@gmail.com	1998-05-22	9149896529	B.Tech/B.E.	Information Technology
13781677	SOLANKE SHRADDHA	KISHOR	shraddhasolanke1998@gmail.com	1998-02-02	9130457628	B.Tech/B.E.	Information Technology
13782169	Sushil Ravindra	Guadhari	sushil4dhar@gmail.com	1998-06-29	8668617709	B.Tech/B.E.	Information Technology
13781366	Jaijoo Vaibhav	Devendra	vaibhavjai65@gmail.com	1998-03-27	7776863345	B.Tech/B.E.	Information Technology
13782173	Abhishek Devendra	Gaikwad	absgaikwad@gmail.com	1999-06-26	7057442699	B.Tech/B.E.	Mechanical Engineering
13781368	Aditya Sanjay	Ghatol	adityas.ghatol@gmail.com	1998-12-22	9158834439	B.Tech/B.E.	Mechanical Engineering
13782192	Amita Rajesh	Shivkar	amitashivkar99@gmail.com	1999-02-17	9139215615	B.Tech/B.E.	Mechanical Engineering
13781691	Gargeya Sandeep	Bapat	gargeyab11@gmail.com	1998-01-11	9503757361	B.Tech/B.E.	Mechanical Engineering
13781692	Luniya Harshal	Anilkumar	harshalluniya003@gmail.com	1998-05-03	9730730749	B.Tech/B.E.	Mechanical Engineering
13782197	Ishwari Mukund	Hirve	hirveishwari98@gmail.com	1998-08-16	9657410434	B.Tech/B.E.	Mechanical Engineering
13781693	Jui Milind	Kulkarni	kulkarni.jui9498@gmail.com	1998-04-24	7517807991	B.Tech/B.E.	Mechanical Engineering
13782184	Ranade Prajakta	Milind	prajaktar1998@gmail.com	1998-04-24	7757900733	B.Tech/B.E.	Mechanical Engineering
13782186	Pranit Jagannath	Kadam	pranitkadam4386@gmail.com	1998-11-28	7397963701	B.Tech/B.E.	Mechanical Engineering
13782202	Rupesh Balu	Handore	rupesh185handore@gmail.com	1999-05-18	7020359331	B.Tech/B.E.	Mechanical Engineering
13782216	SAFA SALIM	SHAIKH	safaishaikh786.ss@gmail.com	1998-09-16	9158016786	B.Tech/B.E.	Mechanical Engineering
13781700	Shubham Ganeshrao	Kolhe	shubhamkolhe198@gmail.com	1998-10-12	7775058032	B.Tech/B.E.	Mechanical Engineering
13781705	Harishar Tejas	Prashant	yhr123@gmail.com	1998-01-05	7558559619	B.Tech/B.E.	Mechanical Engineering
13782229	DIANKHODE VAIBHAVI	MANISH	missvaibhavi1998@yahoo.com	1998-12-26	9869195752	B.Tech/B.E.	Mechanical Engineering
13781706	VEDANT NAGESH	CHIREKHANI	vedantc11@gmail.com	1998-10-11	9767760362	B.Tech/B.E.	Mechanical Engineering
13781709	Vvin Sunil	Oza	vvin.oza@gmail.com	1998-03-05	9850586660	B.Tech/B.E.	Mechanical Engineering
13781717	RATHI ANKUSH	Prakash	ANKUSHRATHI2905@GMAIL.COM	1998-05-29	9665782167	B.Tech/B.E.	Civil Engineering
13781733	Bagul Manali	Hareshwar	manalibagul123@gmail.com	1998-08-18	9172638494	B.Tech/B.E.	Computer Science & Engineering
13781770	Pratiksha Dattatray	Gadge	pratiksha.gadgemit@gmail.com	1998-12-24	9766945159	B.Tech/B.E.	Electronics & Telecommunications
13781792	TEJAS DHANAJI	JAGTAP	tejasjagtap5232@gmail.com	1998-07-13	8805785414	B.Tech/B.E.	Electronics & Telecommunications
13781433	SHIRISH BAPUSAHEB	KhAIRNAR	shirishbhairnar123@gmail.com	1997-09-11	9168106846	B.Tech/B.E.	Information Technology
13781817	PAWAR HARSHADA	ANIL	harshadaa14@gmail.com	1999-05-14	7057414111	B.Tech/B.E.	Mechanical Engineering
13781829	chinchghare radhika	sanjay	rs.chinch@gmail.com	1998-04-27	7721940020	B.Tech/B.E.	Mechanical Engineering
13781444	bhandarwar saikrishna	ganesh	sai.bhandarwar25@gmail.com	1999-01-03	9834943819	B.Tech/B.E.	Mechanical Engineering
13781456	RODGE ADHYAYAN	PRAVIN	adhyavan.rodgemit@gmail.com	1997-12-01	8149031450	B.Tech/B.E.	Petroleum Engineering
13781850	Parag	Pande	paragpande1@gmail.com	1998-02-16	9527555224	B.Tech/B.E.	Petroleum Engineering
13781886	CHIKHALE ROHIT	RAMESH	rohitchikha5@gmail.com	1998-06-24	8197318799	B.Tech/B.E.	Petroleum Engineering
13781889	Phirke Kirti	P	kphirke@mitaoe.ac.in	1998-09-26	7038659294	B.Tech/B.E.	Computer Science & Engineering
13781899	Chacharkar Nikhil	Tukadadas	ntchacharkar@mitaoe.ac.in	1998-02-19	9049014975	B.Tech/B.E.	Computer Engineering
13781490	Rushikesh Haridas	Kadam	rkadam@mitaoe.ac.in	1999-05-01	9075600540	B.Tech/B.E.	Computer Engineering
13781504	Ashutosh	Kumar	ashutoshkumar@mitaoe.ac.in	1999-02-12	8340795550	B.Tech/B.E.	Electronics & Telecommunications
13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	1998-11-30	9158801972	B.Tech/B.E.	Electronics & Telecommunications
13781973	RUSHIKESH HARIHAR	KASTURE	rkasture@mitaoe.ac.in	1998-06-27	7559460294	B.Tech/B.E.	Information Technology
13781541	Umag	Joshi	ujoshi@mitaoe.ac.in	1998-11-05	7620874913	B.Tech/B.E.	Information Technology
13781984	Aljinky Mukund	Pannase	ampannase@mitaoe.ac.in	1998-07-18	9545967537	B.Tech/B.E.	Mechanical Engineering
13781991	Bhise Avadhut	Uttam	aubhise@mitaoe.ac.in	1998-01-30	8888276247	B.Tech/B.E.	Mechanical Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	1999-01-08	7020613258	B.Tech/B.E.	Mechanical Engineering
13782040	Lambole Shubham	Deelip	slambole@mitaoe.ac.in	1996-10-15	9096785447	B.Tech/B.E.	Mechanical Engineering
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	1998-12-19	8329809093	B.Tech/B.E.	Mechanical Engineering

13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	1998-07-05	9923742808	B.Tech/B.E.	Mechanical Engineering
13781618	SUMET	BHATNAGAR	SUMETWORK0@GMAIL.COM	1999-05-10	8793080774	B.Tech/B.E.	Computer Engineering
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	1998-05-25	880558393	B.Tech/B.E.	Information Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	1998-10-14	9130160001	B.Tech/B.E.	Information Technology
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	1998-03-15	7987668724	B.Tech/B.E.	Information Technology
13781679	Sudarshan Bhalchandra	Bhikane	bhikanesudarshan@gmail.com	1998-02-01	9420753417	B.Tech/B.E.	Information Technology
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	1998-05-14	9764112629	B.Tech/B.E.	Mechanical Engineering
13781537	Ishant Himmatrao	Naik	ihnaik@mitaoe.ac.in	1998-10-09	9370183886	B.Tech/B.E.	Information Technology

06-Dec-2019

Dear Pratik Jare,
B.Tech/B.E., Computer Science & Engineering
Maharashtra Institute of Technology



Candidate ID – 13781895

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Pratik Jare

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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2020 Batch
Computer - Branch

Cognizant : 2020 Batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitaoe.ac.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the college management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of offer letters based on the final acceptance from the students only.

Once again, we would like to reiterate our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership aimed to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx

29K

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13781693	Jui Milind	Kulkarni	kulkarnijui9598@gmail.com	7757807591	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782184	Ranade Prajakta	Milind	prajakta1998@gmail.com	7757807591	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782186	Prant Jagnath	Kadam	prantkadam386@gmail.com	7757807591	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782202	Rupesh Balu	Handore	rupesh18shandore@gmail.com	7020359331	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782216	SAFA SALIM	SHAIKH	safashaikh786ss@gmail.com	9158016786	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781700	Shubham Ganeshrao	Kolhe	shubhamkolhe198@gmail.com	775058032	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781705	Harishar Tejas	Prashant	tjhr123@gmail.com	7558559619	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782229	DHANKHODE VAIBHAVI	MANISH	missvaibhavi1998@yahoo.com	9869195752	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781706	VEDANT NAGESH	CHIREKHANI	vedantc11@gmail.com	9767760362	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781709	Vivin Sunil	Oza	vivin_oza@gmail.com	9850586660	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781717	RATHI ANKUSH	PRAKASH	ANKUSHRATHI2905@GMAIL.COM	9665782167	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Technology
13781733	Bagul Manali	Harshwar	manalibagul123@gmail.com	9172638494	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781770	Pratiksha Dattatray	Gadge	pratiksha.gadgemit@gmail.com	9766945159	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781792	TEJAS DHANAJI	JAGTAP	tejasjagtap5232@gmail.com	8805785414	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781433	SHIRISH BAPUSAHEB	KHARNAR	shirishkharnar123@gmail.com	9168106846	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781817	PAWAR HARSHADA	ANIL	harshadaa14@gmail.com	7057414111	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781829	chinchhare radhika	sanjay	rs.chinch@gmail.com	7721940020	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781444	bhandarwar saikrishna	ganesh	sai.bhandarwar25@gmail.com	9834943819	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781456	RODGE ADHYAYAN	PRAVIN	adhyayan.rodge@gmail.com	8149031450	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781850	Parag	Pande	paragpande1@gmail.com	9527555224	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781851	CHIKHALE ROHIT	RAMESH	rohitckhale5@gmail.com	8197318799	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781886	Phirke Kirti	P	kpphirke@mitaoe.ac.in	7038659294	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781889	Chacharkar Nikhil	Tukadadas	ntchacharkar@mitaoe.ac.in	9049014975	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781490	Rushikesh Haridas	Kadam	rkadam@mitaoe.ac.in	9075600540	B.Tech/B.E.	Computer Engineering	MIT Academy of Engineering, Alandi
13781504	Ashutosh	Kumar	ashutoshkumar@mitaoe.ac.in	8340795550	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology

13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	9158801972	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781973	RUSHIKESH HARIHAR	KASTURE	rkasture@mitaoe.ac.in	7559460294	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781541	Umang	Joshi	ujoshi@mitaoe.ac.in	7620874913	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	9545967537	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781991	Bhise Avadhut	Uttam	aubhise@mitaoe.ac.in	8888276247	B.Tech/B.E.	Mechanical Engineering	MIT Academy of Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782040	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Tejasree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781618	SUMEET	BHATNAGAR	SUMEETWORKO@GMAIL.COM	8793680774	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781325	MULANI JASMIN	AKBAR	jasmim.mulan03@gmail.com	8805558393	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	9130764901	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782152	Pravvush	Savana	pratyushsavena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782173	Kodurkha Sanyashandra	Bhiksha	shikhasudashan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782221	Shantanu Sandlo	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781537	Shant Himmatrao	Naik	ihnai@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology

06-Dec-2019

Dear Sahil Tah,
B.Tech/B.E., Computer Engineering
Maharashtra Institute of Technology



Candidate ID – 13781491

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Sahil Tah

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

2020 Batch
Computer - Branch

06-Dec-2019

Dear Gawade Snehal Maruti,
B.Tech/B.E., Computer Science & Engineering
Maharashtra Institute of Technology



Candidate ID -- 13781900

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Gawade Snehal Maruti

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @ 60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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2020 Batch
Computer - Branch

06-Dec-2019

Dear Yadav Prajakta Subhash,
B.Tech/B.E., Computer Engineering
Maharashtra Institute of Technology



Candidate ID – 13781485

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Please note

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Yadav Prakakta Subhash

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
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4	Medical Allowance*	1250	15,000
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Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

2020 Bat Ch
Computer-Branch

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx

29K

Cognizant CandidateID	First Name	Last Name	Primary Email Id	dob	Primary Mobile Number	Current Degree	Current Stream
13781960	Rahul Rish	Singh	rrsingh@mitaoe.ac.in	1998-03-16	7620685242	B.Tech/B.E.	Electronics Engineering
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13781947	Sophie	Mathews	sophiemathews@mitaoe.ac.in	1998-08-17	8793259140	B.Tech/B.E.	Electronics & Telecommunications
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx

29K

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----- Forwarded message -----
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Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch campus selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

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Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
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Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
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Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
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Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi15@gmail.com	Mechanical Engineering

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch selections.

Password for the attached file: infosys\$123

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

From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpun

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems E at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,


Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

 Image001.png
6K

 Final Offers College.xlsx
26K

CANDIDATE NAME	CANDIDATE EMAILID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineer
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg.
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineer
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineer
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pal	pmpal@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg.
Jayesh Arvind Gupta	jagupta@mitaoe.ac.in	Mechanical Engineering
Prajakta Subhash Yadav	psyadav@mitaoe.ac.in	Computer Science Engineer
Pooja Sharad Jagtap	psjagtap@mitaoe.ac.in	Computer Science Engineer
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Tejas Dhanaji Jagtap	tejasjagtap5232@gmail.com	Elec. and TeleComm. f
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Sourabh Bharat Hulawale	sourabh.hulawalemit@gmail.com	Petroleum Engineering

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Himanshu Shankar Nawlani	himanshunawlani7@gmail.com	Petroleum Engineering
Amita Rajesh Shiyarkar	amitashivarkar99@gmail.com	Mechanical Engineering
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Hrushikesh Shrawan Ahire	hrushikesh.ahire@gmail.com	Mechanical Engineering
Swansh Suneel Mohidekar	swanshmoh@gmail.com	Polymer Engineering
Pranit Jagannath Kadam	pranitkadam4386@gmail.com	Mechanical Engineering
Lubhavan Singh	lubhavan@mitaoe.ac.in	Computer Science Engineerin
Anchal Bharat Mahure	abmahure@mitaoe.ac.in	Chemical Engineering
Sanyukta Suhas Kasture	sanyukta.kasturemit@gmail.com	Petroleum Engineering
Sachin Shivaji Pawar	sachinsp_petro20@yahoo.com	Petroleum Engineering
Shreyas Sunil Varune	varuneshreyas1995@gmail.com	Computer Applications
Pramod Dattatray Torase	pramodtorase1997@gmail.com	Computer Science
Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi15@gmail.com	Mechanical Engineering

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch selections.

Password for the attached file: infosys\$123

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

From: Manish Singh <manish.singh411@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineer at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.


Thanks & Regards,


Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

 Image001.png
6K

 Final Offers College.xlsx
26K

CANDIDATE NAME	CANDIDATE EMAILID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineer
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg.
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineer
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineer
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pal	pmpal@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg.
Jayesh Arvind Gupta	jagupta@mitaoe.ac.in	Mechanical Engineering
Prajakta Subhash Yadav	psyadav@mitaoe.ac.in	Computer Science Engineer
Pooja Sharad Jagtap	psjagtap@mitaoe.ac.in	Computer Science Engineer
Nikunj Narayan Ghurka	ngghurka@mitaoe.ac.in	Computer Science Engineer
Omkar Vishwanath Tatale	omkartatale18@gmail.com	Mechanical Engineering
Rutvij Ashok Wakalkar	rwakalkar@mitaoe.ac.in	Mechanical Engineering
Amol Ashok Havle	amolhavale14@gmail.com	Elec. and TeleComm. Engg.
Pragati Kumar Borate	pkborate@mitaoe.ac.in	Elec. and TeleComm. Engg.
Madhur Prashant Deokar	mdevkar01@gmail.com	Computer Science Engineer
Shrivallabh Makrand Joshi	shrivallabhmj@gmail.com	Elec. and TeleComm. Engg.
Anagha Arvind Potdar	anaghapotdar1998@gmail.com	Mechanical Engineering
Neeraj Kedar Garud	neeraj.garudmit@gmail.com	Mechanical Engineering
Ajay Chandrakishor Pande	acpande@mitaoe.ac.in	Mechanical Engineering
Yogeshwar Laxman Ippar	yogmay2552@gmail.com	Computer Science Engineer
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Akruti Sanjay Poshatwar	akrutip28@gmail.com	Information Technology
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Mohit Dilip Patil	mohit.patilmit@gmail.com	Elec. and TeleComm. Engg.
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Anchal Bharat Mahure	abmahure@mitaoe.ac.in	Chemical Engineering
Sanyukta Suhas Kasture	sanyukta.kasturemit@gmail.com	Petroleum Engineering
Sachin Shivaji Pawar	sachinsp_petro20@yahoo.com	Petroleum Engineering
Shreyas Sunil Varune	varuneshreyas1995@gmail.com	Computer Applications
Pramod Dattatray Torase	pramodtorase1997@gmail.com	Computer Science
Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi145@gmail.com	Mechanical Engineering

Contact

www.linkedin.com/in/nikunj-ghurka-0b5899189 (LinkedIn)

Top Skills

SQL

.NET Framework

MySQL

Languages

English (Full Professional)

Marathi (Professional Working)

Hindi (Full Professional)

Nikunj Ghurka

System Engineer at Infosys
Pune

Summary

Hi, I am Hardworking, efficient individual with 1+ year of experience in service sector. During this span of time I worked in project related to banking domain and resolved more than 500 tickets in ServiceNow. I am eager to work on new technologies and learn more about the fascinating IT industry

Experience

Infosys

System Engineer

December 2020 - Present (1 year 6 months)

Pune, Maharashtra, India

Purpose of my role is to Implement design, development, validation and support activities in line with architecture requirements; participate in knowledge management activities with the objective of ensuring highest level of service offering to client.

Infosys

Internship Trainee

January 2020 - April 2020 (4 months)

Mysuru, Karnataka, India

During the intership period I learnt about implementing back-end using MySQL, MS SQL SERVER MANAGEMENT, Oracle in .Net framework

Kicktrans Technologies Pvt. Ltd.

Engineer Intern

June 2018 - August 2018 (3 months)

Pune

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech · (2016 - 2020)

Contact

www.linkedin.com/in/grimita-purushartha-10595815b (LinkedIn)

Languages

Hindi (Native or Bilingual)

Punjabi (Limited Working)

Sanskrit (Elementary)

English (Professional Working)

Marathi (Native or Bilingual)

Certifications

Developing Soft Skills And Personality

Grimita Purushartha

Associate Analyst at Eaton
Pune

Experience

Eaton
Associate Analyst
August 2020 - Present (1 year 10 months)

Eaton
Intern
January 2020 - June 2020 (6 months)
Pune, Maharashtra

Ajaan Vriksha
Member
August 2018 - May 2019 (10 months)
Pune Area, India

Webgurukul
Trainee
June 2018 - July 2018 (2 months)
Nagpur Area, India

Education

MIT academy of engineering ,Alandi ,Pune
Bachelor of Technology, Computer Science · (2016 - 2020)

Dinanath High School and Junior College,Nagpur
Higher Secondary School, Science · (2014 - 2016)

Maharishi Vidya Mandir,Bhandara
Middle and Secondary School, CBSE · (2010 - 2014)

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Infogen Labs : Campus Selection (2020 batch)

1 message

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

Fri, Feb 25, 2022 at 3:29 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Wed, Sep 18, 2019 at 11:05 AM
Subject: Infogen Labs : Campus Selection (2020 batch)
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Infogen Labs has selected one student of MITAOE - Vikram Laxman Kare, (BE Computer) from the campus recruitment process conducted recently.
Remuneration offered by the company is Rs.6.00 Lacs per annum CTC.

Forwarding herewith the confirmation mail received from the company.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: prasanna joshi <prasanna.joshi@infogen-labs.com>
Date: Tue, Sep 17, 2019 at 3:41 PM
Subject: RE: MIT Pune: Online test of Infogen Labs (2020 batch)
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Dear Hemant,

Please find the list of selects from the 9 who attended the evaluation process.

1. Gaurav Gunjan
2. Vikram Laxman Kare
3. Kaushik Daiv

Rest of the 5 can come from 11 a.m on Friday, 20th September.

Best Regards,





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accenture²technology

To,

Name : Darshan Vijay Dharmik

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Darshan Vijay Dharmik,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%



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To,

Name : kumar arpit

Re: Important information post your clearance of the interview process during the Campus Visit

Dear kumar arpit,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%



HIGHWAY TO EXCELLENCE

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To,

Name : Srushti Gajanan Yerawar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Srushti Gajanan Yerawar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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To,

Name : Muskan Latif Attar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Muskan Latif Attar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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To,

Name : Rutuja Popat kumbhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rutuja Popat kumbhar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Contact

www.linkedin.com/in/snehal-mhamane-7aa911164 (LinkedIn)

Top Skills

ASP.NET

Programming

SQL

Certifications

Microsoft Certified: Security, Compliance, and Identity Fundamentals

AZ900: Microsoft Certified Azure Fundamentals

Publications

Text Document Clustering Using K-Means Algorithm with Dimension Reduction Techniques

Snehal Mhamane

Application Development Associate at Accenture, 2x Microsoft Azure Certified

Pune

Summary

I am completed BTech in Computer Science. so, for the interest of my future carrier i would like to join a reputed company where i could utilize my skills, increase my knowledge in IT field,as well as i can improve my personal knowledge by getting an opportunity to learn new techniques and technologies by working with highly skilled professionals in IT field

Experience

Accenture

Application Development Associate

February 2021 - Present (1 year 4 months)

Pune, Maharashtra, India

Great Organization with best trainings for fresher's.

Arin Software Solutions

Application Designer

May 2019 - August 2019 (4 months)

Solapur, Maharashtra, India

Second Internship after TYBtech

Arin Software Solution

Website Designer

June 2018 - August 2018 (3 months)

Solapur Area, India

Nice experience in website designing. My First Internship after Second year of BTech

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor's degree, Computer Engineering · (2016 - 2020)

Maharashtra State Board
HSC · (June 2015 - May 2016)

Maharashtra State Board
SSC · (June 2013 - June 2014)

Contact

sahilmulani29@gmail.com

www.linkedin.com/in/sahilmulani-647002114 (LinkedIn)

Top Skills

Angular

JavaScript

SQL

Sahil Mulani

Associate Solution Engineer at Western Union
Pune

Summary

- Tech enthusiast keen in developing software applications by merging the code with design.
- A fullstack developer with 2.5+ years of experience in the IT industry and software services.
- Skilled in Angular Js , JavaScript ,Html and developed applications in the front end domains.
- Experienced with hands on in Java in the backend domain, JSP in the middleware and developed an application for the same.
- Sound knowledge in Html , Css for the UI development.
- Proven ability to create working prototypes of websites using front end technologies.

Experience

Western Union

Associate Software Engineer

June 2020 - Present (2 years)

Pune, Maharashtra, India

Innobliss (Devourin)

Associate Product Developer

December 2017 - June 2020 (2 years 7 months)

Pune Area, India

- ° Worked as a frontend developer for the Innobliss' brainchild product "Devourin" which is a restaurant management software.
- ° Developed a "Point of sale" product under Devourin which are used by clients over Pune, Delhi and Malaysia.
- ° Integrated various modules with the product.
- ° Responsible for the development of :
 - > Kot Module
 - > Pre-order Module
 - > Reports
 - > Offer Module
 - > CRM

> QSR Module

> User Feedback Module

- ° Developed another project single handedly called "QR code" which reduces the efforts of clients by replacing menu cards in restaurant.
- ° Performance tuning and fixing clients issues.
- ° Unit testing and system integration testing.
- ° Key role in mentoring junior teammates and train them with the existing product infrastructure and conducting KT.

Torqus Systems Private Limited

Frontend Developer (Intern)

November 2016 - July 2017 (9 months)

Pune Area, India

- ° Worked as a Java developer for the project "POINT OF SALE".
- ° Provided end to end solutions for clients by understanding the requirements and putting it into development process.
- ° Generated modules analytically
- ° Handled clients calls.
- ° Carried out agenda meetings and contributed to the company's development standards.
- ° Versed with the tool Redmine, Eclipse IDE.

Education

MITAOE

B.E, Computer Engineering · (2012 - 2016)

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Strictly Private and Confidential

Date:17-Jan-2020

Prajakta Suresh Mate
C8483828

S.T.Mate, Sahayog Colony, Nandura, Dist. Buldana
8551030770

Dear Prajakta Suresh Mate,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level - Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 5.0 Dec 2019

1


Candidate's Signature

Reference Id: fda2b8be-7882-40b0-a860-2595ae20f56d_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-India.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history ~ as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

indiacampus.accenture.com/candidate

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Center, India

Prajakta Suresh Mate
[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		32,500
Maximum Annual Total earning potential (A+B)		4,15,500
(C) Joining Bonus		
Joining Bonus (Refer to the section C)		25,000
(D) Additional Benefits		
Gratuity as per law# + Insurance Premium (notional value)		9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)		4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

Computer Department
2019-2020 Batch



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To,

Name : Prajakta Subhash Yadav

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Prajakta Subhash Yadav,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
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- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



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To,

Name : ATUL TOPSINGH BHAIRAM

Re: Important information post your clearance of the interview process during the Campus Visit

Dear ATUL TOPSINGH BHAIRAM,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have



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

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

roy mathew <mitaoeroy@gmail.com>

Tue, Sep 24, 2019 at 11:04 AM

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

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

From: **Pranay Patil** <pranaypatil@mitaoe.ac.in>

Date: Tue 24 Sep, 2019, 11:01 AM

Subject: Fwd: Congratulations! You have been selected to be part of Accenture!

To: <mitaoeroy@gmail.com>

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

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Mon, Sep 16, 2019, 18:37

Subject: Congratulations! You have been selected to be part of Accenture!

To: <pranaypatil@mitaoe.ac.in>



accenture[®]technology

TALENT DRIVE 2020

START YOUR CAREER AT ONE OF THE WORLD'S
MOST INNOVATIVE TECH COMPANIES

NEW APPLIED NOW

See you soon at Accenture!

Dear pranay avinash patil,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- a. Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- b. You will be redirected to the Dashboard Page.
- c. Click on the My Task tab on the top.
- d. Select the Task assigned.
- e. Download and read the Letter of Intent for no confusion.
- f. Select the check box and click on submit button for accepting the offer.

Should you have any questions, please feel free to reach out to us on the helpdesk link present on the site.

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

Stay Connected



> LEARN MORE ABOUT ACCENTURE CAREERS

> VISIT OUR BLOG

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Persistent Systems: Campus Selection

1 message

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

Fri, Feb 25, 2022 at 3:30 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Mon, Sep 23, 2019 at 1:24 PM
Subject: Persistent Systems: Campus Selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Persistent Systems has selected the following three students of MITAOE from the recruitment process conducted on 19th September 2019 at MIT Campus:

1. Amit Mukati - BE I.T.
2. Rishav Mani Kumar - BE Computer
3. Srinivas Mahajan - BE I.T.

Remuneration offered by the company is Rs. 4.41 Lacs per annum CTC.

Forwarding herewith the formal confirmation mail received from the company in this regard.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Sudip Muley <sudip_muley@persistent.com>
Date: Mon, Sep 23, 2019 at 12:12 PM
Subject: Selection Letter >> Pool Campus Drive >> MIT >>
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Hello Hemant Sir,

As discussed with you PFA the list of select candidates eligible for base package and below are the names of candidates eligible for higher package interviews

We will shortly share the details of interviews for Package

College Name	Full Name (First name Last name)
--------------	----------------------------------

MIT Academy of Engineering

Fwd: IBM India: Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitae.ac.in>
 To: Vikas Singh <vssingh@mitae.ac.in>
 Cc: "Dr. Shrikumar Jain" <deputydirector.cri@mitae.ac.in>

Vikas Singh <vssingh@mitae.ac.in>

Fri, Feb 25, 2022 at 3:34 PM

Forwarded message
 From: Anil Kumar Pacha <anil.pacha@mitae.ac.in>
 Date: Fri, Sep 27, 2019 at 10:59 AM
 Subject: IBM India: Campus selections
 To: R Mathew <dr.inp@mitae.ac.in>
 Cc: Mahesh Goudar <Director@mitae.ac.in>

Dear Sir,

IBM India has selected the following two students of MITAOE from the recruitment process conducted at MIT Campus on 23 & 24 September:

1. Subodh Dange - BE (IT)
2. Tanmay Mane - BE Computer

Remuneration offered by the company is Rs. 4.50 lacs per annum

forwarding herewith the formal confirmation mail received from the company.

Regards,

Anil Kumar Pacha
 Training & Placement

Forwarded message
 From: Adyasha Sahu <adyasha.sahu@in.ibm.com>
 Date: Thu, Sep 26, 2019 at 4:49 PM
 Subject: "Confidential: Campus - IBM Shortlist for Associate System Engineer-MIT Pune"
 To: Hemant Mali <hemant.mali@mitpune.edu.in>
 Cc: Director-IAC <director.iac@mitpune.edu.in>



DO YOUR BEST WORK EVER.

Dear Team,

We thank you for the support extended to the IBM Talent Acquisition team to ensure a smooth and seamless hiring process conducted between 23rd Sep'19 to 24th Sep'19 and to help make this event a success.

Please find below the list of students from your 2020 batch who have been short-listed for the position of an Associate System Engineer at IBM India.

Please do reach out to us in case of any clarifications.

Thanks and Regards,

Adyasha Sahu
 TAS-ERH Hiring
 Contact Number: 8800386900
 E-mail: adyasha.sahu@in.ibm.com

IBM

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Date: 27/9/2019

Mr./Ms. Asmeeta Kawiche.

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

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

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

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

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

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

17. Termination of Employment:

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

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

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

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

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

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 28/09/2019

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

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

Thanks,

Signature: Asmeeta Kaniche

Name : Asmeeta Balasaheb Kaniche

Date: 28/09/2019

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 500,000.00 per annum (Indian Rupee Five Lakh Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	200000.00
2.	House Rent Allowance	200000.00
3.	Leave Travel Allowance	76000.00
4.	Provident Fund (Employer Contribution)	24000.00
	Cost to Amdocs	500,000.00

Notes:

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

9. You may be eligible to an annual salary review starting **July 2021** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 28/09/2019

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

Thanks,

Signature: Asmeeta Kaniche

Name : Asmeeta Balasaheb Kaniche

Date: 28/09/2019

Fwd: Amdocs: Campus Selections

1 message

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

Fri, Feb 25, 2022 at 3:35 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Mon, Sep 30, 2019 at 10:23 AM
 Subject: Amdocs: Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Amdocs Development Center India has selected the following 11 students of MITAOE from the recruitment process conducted at MIT Campus on 27th September 2019:

No	Name		Degree	Degree Specializations
1✓	Mayur	NA	Masram	B.E. Information Technology
2	Asmeeta	Balasaheb	Kaniche	B.E. Computer Science & Engineering
3	Prajwal	Vijay	Chirde	B.E. Computer Science & Engineering
4	Vaibhavi	Millind	Sangawar	B.E. Computer Science & Engineering
5	Sourabh	M	Zambre	B.E. Computer Science & Engineering
6	Suprit	Sunil	Gaikwad	B.E. Computer Science & Engineering
7	Darshan	Vijay	Dharmik	B.E. Computer Science & Engineering
8	SHRADDHA	CHANDRAKANT	JADHAV	B.E. Computer Science & Engineering
9	Saurabh	Santosh	Deshmukh	B.E. Computer Science & Engineering
✓10	Mohammed	Abdul	Mujeeb	B.E. Computer Science & Engineering
✓11	Chirag	Chandramani	Sonkamble	B.E. Information Technology

Remuneration offered by the company is Rs. 5.00 lacs per annum CTC.

Attached please find herewith the selection letter received from the company.

Regards,

Anil Kumar Pacha
 Training & Placement

Date: 27/9/2019

Mr./Ms. Sourabh Zambre

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

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

Amdocs Development Centre India LLP

Registered Office: 6th Floor, Tower - 2, Cybercity, Magarpatta,
Hadapsar, Pune 411 013, Maharashtra, India
Tel: +91-20-40153000 Email: AmdocsIndia@amdocs.com
www.amdocs.com

2020-0-CAMP-T2-DVCI-P-N004-6-1

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

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

14. Restrictions on Harassment and Discrimination: You hereby acknowledge that it is unlawful and against Amdocs's policy to sexually harass any person or discriminate against any person on the grounds of race, color of skin, national or ethnic origin, belief or sexual orientation.. You will at all times inform your superior of any fact, matter or circumstance, with respect to yourself or any other person in the organization, of which you are aware, that constitute harassment or discrimination.

15. Non-Disparagement: During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.

16. Supporting Documents: You are requested to submit the following to HR Department along with the acceptance of Terms and Conditions of employment with Amdocs:

- a) Four passport size photographs.
- b) Copy of your Passport.
- c) Copy of your PAN Card.
- d) Copies of your education qualifications certificates.
- e) Copies of the previous employer's relieving Letters (if applicable). The experience Letter/ relieving Letter from the immediate previous employer can be submitted on the Commencement Date.

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

17. Termination of Employment:

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

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

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

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

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

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 27/09/2019

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

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

Thanks,

Signature: Sourabh M.Z.

Name : Sourabh Zambre

Date: 27/09/2019

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 500,000.00 per annum (Indian Rupee Five Lakh Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	200000.00
2.	House Rent Allowance	200000.00
3.	Leave Travel Allowance	76000.00
4.	Provident Fund (Employer Contribution)	24000.00
	Cost to Amdocs	500,000.00

Notes:

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

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9. You may be eligible to an annual salary review starting **July 2021** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 27/09/2019

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

Thanks,

Signature: Sourabh MZ

Name : Sourabh Zambre

Date: 27/09/2019

Date: 27/9/2019

Mr./Ms. Vaibhavi Sangawar


Employee ID - _____

College - MITAOE
Branch - CS
2020 B.Tech.**Subject: TERMS & CONDITIONS OF EMPLOYMENT**

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

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

Vaibhavi Sangawar
**Amdocs Development Centre India LLP**

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9. **Undertaking:** You shall not disclose any confidential information of Amdocs. All the proprietary rights, title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with Amdocs, shall vest with Amdocs absolutely. You shall also be required to comply with certain non-compete and non-solicit restrictions imposed by Amdocs. As a condition of your employment with Amdocs, you shall be required to sign and comply at all times with, the attached Confidentiality, Protection of IP rights and Non-Competition Undertaking, which shall constitute a part of your employment with Amdocs.
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15. **Non-Disparagement:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Amdocs, or the employees, officers or directors of Amdocs that are reasonably likely to cause damage to any such entity or person.
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- c) In case you have resigned or given a notice to terminate your employment, you are expected and required to diligently serve the entire notice period. However, in such a resignation situation, Amdocs may, at its sole discretion, without being obligated to do so,
 - (i) Require you to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or
 - (ii) Upon your request allow you to leave service during the notice period only upon you making payment to Amdocs, the amount equivalent to your salary for the balance unexpired portion of the notice period.
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 - b) You are, in the opinion of Amdocs, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, indiscipline, disobedience, irregular attendance and any act detrimental to the interests of Amdocs or otherwise acted in any manner upon which summary dismissal may be justified.
 - c) You are convicted of a criminal offence.
 - d) Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to Amdocs's property.
 - e) Conducting yourself in a manner which is regarded by Amdocs as prejudicial to its own interests or to the interests of its clients.
 - f) You are guilty of an act constituting misconduct as per Amdocs's policies or standing orders, if any.
19. **Retirement:** You will automatically retire from Amdocs on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of Amdocs.
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21. **Garden Leave:** Amdocs may, in its absolute discretion, require you at any time during the notice period not to attend the place of work and/or not to perform any duties for Amdocs or to perform any such duties, projects or tasks as are expressly assigned to you by Amdocs. You shall continue to be employed by Amdocs during such period and therefore shall be eligible to receive your full pay and benefits during any such period. During any such period, you shall (a) notify Amdocs of any change of address or contact details, (b) if requested by Amdocs, refrain from contacting employees, clients and professional contacts of Amdocs, (c) cease to be an authorized signatory of Amdocs or hold a power of attorney for Amdocs, and (d) continue to be bound by the express and implied duties of employment, including, without limitation, by the duty of fidelity and good faith owed to Amdocs. The garden leave may, at the discretion of Amdocs, be offset against any annual leave / privilege leave.
22. **Restriction on Amdocs Liability:** You hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Amdocs shall not exceed your fifteen (15) days salary and statutory benefits for every year of service, in case Amdocs does not re-instate you in employment.
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25. **Entire Agreement:** The terms and conditions of this Letter along with the Confidentiality, Protection of IP rights and Non-Competition Undertaking are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between Amdocs and you including, but not limited to, any representations made during your interview(s), whether written or oral. This Letter shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Letter. Any subsequent change or changes in your duties, salary or compensation will not affect the validity or scope of this Letter.
26. **Amendments:** No change, modification, or termination of any of the terms, provisions, or conditions of this Letter shall be effective unless made in writing and signed or initialed by all signatories to this Letter.
27. **Waiver:** No waiver by Amdocs of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by Amdocs of any right under this Letter shall be construed as a waiver of any other right. Amdocs shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
28. **Data Privacy:** You understand that Amdocs or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for Amdocs and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have, or to another affiliated entity outside your country of employment where such a Amdocs has offices for storage and processing.
29. **Severability:** If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
30. **Governing Law and Jurisdiction:** This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at **Pune** and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

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

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

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date:

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

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

Thanks,

Signature: 

Name : Vaibhavi Sangawar

Date: 27/09/2019

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 500,000.00 per annum (Indian Rupee Five Lakh Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	200000.00
2.	House Rent Allowance	200000.00
3.	Leave Travel Allowance	76000.00
4.	Provident Fund (Employer Contribution)	24000.00
	Cost to Amdocs	500,000.00

Notes:

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

9. You may be eligible to an annual salary review starting **July 2021** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date:

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

Thanks,

Signature:

A handwritten signature in black ink, appearing to be "Vaibhavi Sangawar".

Name :

Vaibhavi Sangawar

Date: 27/09/2019

Fwd: Amdocs: Campus Selections

1 message

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

Fri, Feb 25, 2022 at 3:35 PM

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

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

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

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

Date: Mon, Sep 30, 2019 at 10:23 AM

Subject: Amdocs: Campus Selections

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Amdocs Development Center India has selected the following 11 students of MITAOE from the recruitment process conducted at MIT Campus on 27th September 2019:

No	Name			Degree	Degree Specializations
1✓	Mayur	NA	Masram	B.E.	Information Technology
2	Asmeeta	Balasaheb	Kaniche	B.E.	Computer Science & Engineering
3	Prajwal	Vijay	Chirde	B.E.	Computer Science & Engineering
4	Vaibhavi	Milind	Sangawar	B.E.	Computer Science & Engineering
5	Sourabh	M	Zambre	B.E.	Computer Science & Engineering
6	Suprit	Sunil	Gaikwad	B.E.	Computer Science & Engineering
7	Darshan	Vijay	Dharmik	B.E.	Computer Science & Engineering
8	SHRADDHA	CHANDRAKANT	JADHAV	B.E.	Computer Science & Engineering
9	Saurabh	Santosh	Deshmukh	B.E.	Computer Science & Engineering
✓10	Mohammed	Abdul	Mujeeb	B.E.	Computer Science & Engineering
✓11	Chirag	Chandramani	Sonkamble	B.E.	Information Technology

Remuneration offered by the company is Rs. 5.00 lacs per annum CTC.

Attached please find herewith the selection letter received from the company.

Regards,

Anil Kumar Pacha
Training & Placement



Amdocs_selection letter.pdf

703K



amdocs

Date: 27/9/2019

Mr./Ms. Suprit Gaikwad

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

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

Amdocs Development Centre India LLPRegistered Office: 6th Floor, Tower - 2, Cybercity, Magarpatta,

Hadapsar, Pune 411 013, Maharashtra, India

Tel: +91-20-40153000 Email: AmdocsIndia@amdocs.com

www.amdocs.com

2020-0-CAMP-T2-DVCI-P-N0038-1

Amdocs Development Centre India Private Limited having CIN: U72200PN2004PTC018832 converted into
Amdocs Development Centre India LLP (A limited liability partnership with LLP Identification Number: AAI-6901) effective 28th Feb 2017

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 500,000.00 per annum (Indian Rupee Five Lakh Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	200000.00
2.	House Rent Allowance	200000.00
3.	Leave Travel Allowance	76000.00
4.	Provident Fund (Employer Contribution)	24000.00
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Notes:

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

9. You may be eligible to an annual salary review starting July 2021 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,


Authorized Signatory

Amdocs Development Centre India LLP

Date: 28-09-2019

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

Thanks,

Signature: 

Name : Suprit Sunil Jaikwad

Date: 28-09-2019



amdocs

Computer

Date: 27/9/2019

Mr./Ms. Prajwal Chirde

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

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

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Hodapsar, Pune 411 013, Maharashtra, India

Tel: +91-20-40153000 Email: AmdocsIndia@amdocs.com

www.amdocs.com

2020-0-CAMP-T2-DVCI-P-N0042-I

Amdocs Development Centre India Private Limited having CIN: U72200PN2004PTC018832 converted into
Amdocs Development Centre India LLP (A limited liability partnership with LLP Identification Number: AAI-6901) effective 28th Feb 2017

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

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 28-09-2019

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

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

Thanks,

Signature: _____

Name :

Prasanna chiruk

Date: 28-09-2019

* You may be eligible to an annual salary review starting July 2021 any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 28-09-2019

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

Thanks,

Signature:

Name : Praveen Vijay Chirde

Date: 30-09-2019



amdocs

Computer

Date: 27/9/2019

Mr./Ms. Saurabh Deshmukh

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear _____,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

1. **Commencement Date:** The formal commencement date of employment is the date you are added to the payroll of Amdocs. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
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4. **Probation:** The first **one (1) year** of your employment is considered as probationary period. During the probation period either party may terminate the employment by giving **thirty (30) days** prior notice and without the need to provide a reason. At the end of your probation period Amdocs reserves the right to extend your probation period for a further period or terminate your employment by giving **thirty (30) days'** notice to you. In the aforesaid two cases, Amdocs shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from Amdocs at the end of the probation period, your employment with Amdocs shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
5. **Place of Work:** The location of your employment will be the offices of Amdocs, **Pune, India**; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Amdocs Development Centre India LLP

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www.amdocs.com

2020-0-CAMP-T2-DVCI-P-N0033-I

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

Sincerely,



Shyamakant Mishra,

Authorized Signatory

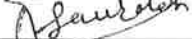
Amdocs Development Centre India LLP

Date:

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

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

Thanks,

Signature: 

Name : Saurabh Deshmukh

Date: 28/09/19

9. You may be eligible to an annual salary review starting **July 2021** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date:

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

Thanks,

Signature: _____

Saurabh Deshmukh

Name :

Saurabh Deshmukh

Date: 28/09/19

Date: 27/9/2019

Mr./Ms. Das shan Dharmik

Employee ID - _____

Branch - CS

**Subject: TERMS & CONDITIONS OF EMPLOYMENT**

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

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Amdocs Development Centre India LLP

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2020-0-CAMP-T2-DVCI-P-N0040-1

Amdocs Development Centre India Private Limited having CIN: U72200PN2004PTC018832 converted into
Amdocs Development Centre India LLP (A limited liability partnership with LLP Identification Number: AAI-6901) effective 28th Feb 2017

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Sincerely,



Shyamakant Mishra,

Authorized Signatory

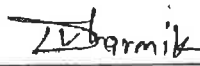
Amdocs Development Centre India LLP

Date:

By signing this Letter, I, the undersigned, Darshan... Dharmik, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

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

Thanks,

Signature: 

Name : Darshan Dharmik

Date: 28/09/2019

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 500,000.00 per annum (Indian Rupee Five Lakh Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	200000.00
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5. To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
6. The allowances/benefits are subject to the condition that these will be provided at no additional cost to Amdocs. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
7. Any amount under reimbursements and not claimed as above till 1st February each year will be paid as lump sum, subject to tax, on or before March 31st of that year or on termination of employment, if earlier.
8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting **July 2021** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamkant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date:

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

Thanks,

Signature:

Darshan Dharmik

Name :

Darshan Dharmik

Date: 28/09/2019



Offer Letter

December 23, 2019

Name: Abhinav Kumar

Roll No.: 120160513

Institute Name: Maharashtra Institute of Technology

Sub: Offer Letter from Abzooba India Infotech Pvt. Ltd

Dear Abhinav,

Congratulations! Thank you for exploring career opportunities with Abzooba India Infotech Pvt. Ltd (Abzooba). You have successfully completed our initial selection process and we are pleased to make you an offer of employment as **Trainee Software Engineer**. The location of your reporting will be confirmed by March 31, 2020.

Your CTC including all benefits will be **INR 6,00,000 per annum (INR Six lakhs per annum)**. The break-up is presented in Annexure B.

Your employment will be subject to the Standard Terms and Conditions of employment at Abzooba.

This offer is subject to your clearing of our pre-employment Background Verification process. Kindly confirm your acceptance of this offer by agreeing to your date of joining as **July 1, 2020** or earlier and signing Annexure B. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of Abzooba.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by Abzooba.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Abzooba in Annexure A, as applicable to you and the changes therein from time to time.

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

1. Scanned copy of each of your Aadhaar Card, PAN Card, Passport, and Certificates and Mark sheets in support of your educational qualifications.
2. Scanned copies of all your employment records (except the relieving letter from your current organization).
3. Scanned copy of passport size photograph.

At the time of joining, please submit the following documents:

1. One (1) photocopies each of your Aadhaar Card, PAN Card, Passport, and Certificates and Mark sheets in support of your educational qualifications.
2. One (1) photocopies each of relieving letter from your previous employers (including the current organization) and last drawn payslip (if applicable).
3. Three-passport size color photographs.

We look forward to you joining us. Please do not hesitate to e-mail us for any information you may need at human_resources@abzooba.com



Offer Letter

Annexure A

TERMS OF EMPLOYMENT

Your employment for Abzooba India Infotech Pvt. Ltd. ("Company" or "Abzooba") will be governed by Company's policies, as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all of the Company's current policies.

These Terms of Employment and the policies shall be subject to modifications, from time to time, upon notice to you.

1. You shall be on probation for a period of one hundred and eighty (180) days from the effective start date of your employment with Abzooba. Abzooba may extend this period of probation for an additional period of ninety (90) days upon notice to you.
2. You acknowledge and agree that Abzooba has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by Abzooba and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to cooperate with Abzooba and/or its agents in conducting such verification and/or background and/or reference checks, Abzooba may, in its sole discretion, elect to terminate or suspend your employment immediately.
3. Unless otherwise communicated to you by Abzooba, the probation period shall expire one hundred and eighty (180) days after your effective start date, unless the probation period is extended for an additional ninety (90) day period, in which case, the probation period shall expire two hundred seventy (270) days after your effective start date.
4. Notwithstanding anything contained herein, during your probation period, Abzooba may terminate your employment upon thirty (30) days' notice to you, with or without cause, and with or without stating any reasons whatsoever.
5. If you desire to terminate your employment during the probation period, you shall provide Abzooba at least thirty (30) days prior written notice with reasons for such termination.
6. The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Abzooba from time to time. Abzooba may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Abzooba and its affiliates and their employees, contractors and clients.
7. Irrespective of shifts, and a break for an hour (in the aggregate) you may be required to work on a shift basis. Shifts may be scheduled across twenty-four (24) hours a day, seven (7) days a week and three hundred and sixty-five (365) days a year, subject to applicable laws. Abzooba may, at any time and in its sole discretion, change the shift timings upon notice to you. A working day shall comprise nine (9) hours. If, at any time, Abzooba believes, require you to work beyond nine (9) hours a day, changes may be made upon notice to you.

Kolkata: Infinity Benchmark, Floor # 10, Plot G1, Block EP & GP Salt Lake Sector-V Kolkata: 700091 | Tel: +91-33-4005-4760;

Pune: Prabhavatech Park, 2nd Floor, Office # 03 Baner, Pune Maharashtra, India | Tel: 020-39935402

www.abzooba.com



Offer Letter

8. You may be required to travel, whether in or around India or overseas, in connection with your employment with Abzooba upon short notice to you. While travelling for work, your expenses and costs in connection with such travel and any other expenses incurred by you during the course of your employment will be reimbursed in accordance with the current travel and expense policy of Abzooba. You are expected to keep your passport valid at all times.
9. Your compensation will be reviewed on an annual basis and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Abzooba's policy to review the compensation payable to its employees for successive years and such compensation may be higher or lower than the compensation received for the previous year depending on various factors, including the overall performance of Abzooba. You are expected to hold your compensation and related benefits structure on high confidentiality, disclosing only to your line Manager, if required.
10. Unless otherwise provided by Abzooba, your salary shall be paid in monthly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or setoffs applicable to your employment. In addition to your salary, you may receive other benefits, as applicable under Abzooba's benefits or similar policies. Abzooba may, upon notice to you, at any time and in its sole discretion amend, conditions of these benefits and/or policies. The compensation and/or benefits offered to you by Abzooba may be pro-rated depending on your effective start or effective termination date.
11. Abzooba's leave policy shall apply to your employment and may be modified by Abzooba at any time, in its sole discretion, upon notice to you.
12. Your employment shall terminate immediately when you reach the age of sixty (60) years ; upon Abzooba giving you sixty (60) days' notice of termination for any reason, with or without cause; Abzooba may, in its sole discretion, terminate your employment immediately by paying your basic monthly salary in lieu of giving you such notice; and/or Upon Abzooba's notice to you, if you are in breach of any of the terms contained herein or any of the Abzooba's policies and you have failed to cure such breach within sixty (60) days of notice of such breach.
13. We at Abzooba are committed to ensure Integrity in all aspects of its functioning. You are required to comply with Abzooba's policies as they form an integral part of the terms of employment with Abzooba. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced from time to time. As and when this happens, Abzooba will notify you and you will be required to comply with the same.

Confidentiality

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. In pursuance of this policy, you are required to maintain as secret and confidential all Confidential Information (as defined from time to time in the Information Security Policy of the Company) and not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Abzooba and in the course of your employment. This covenant shall endure during your employment and for a period of two (2) years from the cessation of your employment with Abzooba (irrespective of the circumstances of, or the reasons for, the cessation).



Offer Letter

Assignment of Intellectual Property

- b. During your tenure with the Company you shall disclose and assign to Abzooba as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to Abzooba's business or that results from work that you perform for Abzooba or using Abzooba's equipment, supplies or facilities and shall comply with the Policies of Abzooba in relation to Intellectual Property.

General

- a. We trust that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.
- b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
- c. These employment terms supersede and replace any existing agreement or understanding, if any, between Abzooba and you relating to the same subject matter.

On Separation

- a. On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost of data, market data, literature, drawings, and effects or shall not make or retain any copies of these items.

More detailed information on NDA (Non-Disclosure Agreement) and Code of Ethics will be provided along with your Appointment Letter on your date of joining.



Offer Letter

Annexure B

Name: Abhinav Kumar
DOJ: July 1, 2020

Designation: Trainee Software Engineer
Location: To be confirmed

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

Annexure C

Additional Benefits:

- * Health Insurance is provided to the associate and his/her dependents (spouse and 2 children). Benefit amount (INR 4,00,000 for self and family & INR 3,00,000 for single associates).
- * Gratuity is paid as per the norms of the Payment of Gratuity Act.
- * Annual Training Allowance of INR 30,000 can be claimed against certifications and courses relevant for self-development.



Offer Letter

Note:

1. You will be eligible to receive bonus in case the organisation declares bonus pay out. Bonus Potential indicates bonus eligibility based on company, business unit and individual performance and will be paid depending on the date of joining.
2. Shift allowance where applicable is paid as per prevalent policy for applicable projects.
3. All taxes arising out of this structure shall be borne by you.
4. LTA will be governed by tax laws as applicable and will be on claim basis against the appropriate enclosures /bills produced with appropriate forms duly filled. If bills are not produced during a financial year, then the unclaimed part of the reimbursements will be added to taxable salary and will be subject to appropriate deduction of tax along with your salary for the month of March as per tax laws.

Yours sincerely,

For Abzooba India Infotech Pvt. Ltd.

Awantika Bhardwaj
Vice President - Human Resource Management

ACCEPTANCE:

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

Signature:

Name:

Abhinav Kumar

Date:

24-12-2019

January 27, 2019.

Nilesh Wani

"Shivkrupa" plot no:-46/1,
tiwari nager mahabl colony, Jalgaon.

Dear Nilesh,

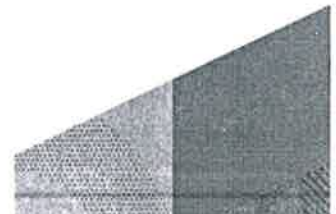
On behalf of Icertis Solutions, (the "Company"), I am pleased to offer you the position of Associate Software Engineer Speaking for myself, as well as the other members of the Company's management team, we are all very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

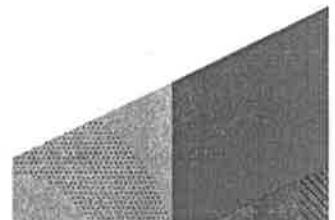
1. **Position.**

- a. You will be the Associate Software Engineer of the Company, working out of the Company's office in Pune, India.
- b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations.

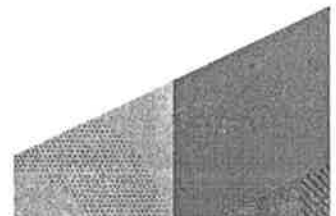
2. **Start Date:** Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on 6th July 2020.



3. **Testimonials and Documentation:** You may be required by the management to provide attested copies of all documents and/or testimonials in support of your resume and qualifications. Your employment is on the basis of facts mentioned in your application, and that if any of the facts mentioned in your application are found incorrect, your appointment will automatically come to an end, notwithstanding any other legal action the management may like to initiate.
4. **Compensation:** Your total compensation would be Rs.5,00,000 on an annualized basis. Please refer to Annexure I for a breakup of your compensation. The compensation will be liable for deduction of government taxes, contributions and subscriptions, if any.
- **Annual Salary:** You will be paid a monthly salary of Rs. 33,200 which is equivalent to 3,98,400 on an annualized basis. Your salary will be payable at the end of every month pursuant to the Company's regular payroll policy.
 - **Milestone Bonus:** You will be paid a Milestone bonus of Rs. 50,000 after completion of 1 year with Icertis. The milestone bonus amount has not been included in your total compensation above. Such bonus is not earned till you have completed one full year of employment at Icertis and successful completion of your probation. The milestone bonus to which you are entitled will be paid to you on the first regular payroll date following the date on which such bonus is earned. If within 1 year of receiving the milestone bonus you voluntarily resign or are discharged for a cause, you agree to repay the sign on bonus immediately to Icertis and you consent for a payroll deduction for this purpose.
 - **Non-Cash Benefits:**
 - Group Mediclaim: Rs.15000 for employee
 - Continuing Education Program up to Rs.15000
5. **Stock Options:** You will be eligible for stock options only after successful completion of probation period of 1 year with Icertis. In connection with the commencement of your employment, the Company will recommend that the Board of Directors grant you an option to purchase shares of the Company's Common Stock. This option will have an exercise price equal to the fair market value on the date of the grant, and will vest over a four (4) year period as follows: twenty-five percent (25%) of the option shares will vest on the one year anniversary of your Start Date and one-thirty-sixth (1/36th) of the remaining seventy-five percent (75%) of the option shares will vest ratably at the end of each month thereafter. Vesting will, of course, depend on your continued employment with the Company



6. **Probation Period:** That you shall be appointed on probation for one year from the date of joining the company. In the event, your services are found satisfactory, during the probation period, your services shall be automatically confirmed. In case of non-performance during this period, the Company at its sole discretion may then extend the probation period or relieve you of your services.
7. **Proprietary Information and Inventions Agreement:** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
8. **Confidentiality of Terms:** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary, bonuses, or stock purchase or option allocations to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
9. **At-Will Employment:** Your employment with the Company will be on an "at will" basis, meaning that either you or the Company may terminate your employment at any time for any reason or no reason. If you decide to leave employment, you will be required to give a two-month notice to the management whenever you choose to leave the employment. If you leave employment without giving the requisite notice or payment in lieu thereof, a sum equivalent to the salary of the notice period shall be deducted from your dues, if any, in the first instance, and that this letter shall be deemed to be an authority for such deduction. Any amount remaining outstanding after the above deduction shall be recovered from you as dues to the company. You may further be liable for damages for breach of contract for loss caused to us.



We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me. This letter sets forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

Very truly yours,
ICERTIS SOLUTIONS

Samir Bodas

By: Samir Bodas

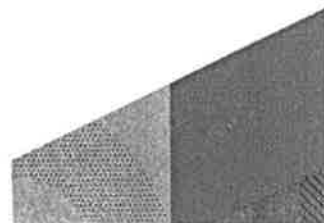
Title: Chief Executive Officer

ACCEPTED AND AGREED:
Nilesh Wani

Signature

Date
{today_date}

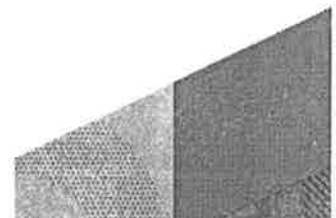
Annexure 1: Compensation Break-up



Name of the candidate: Nilesh Wani
Designation : Associate Software Engineer

Salary Components	Annual	Monthly
Basic	199,200	16,600
House Rent Allowance	79,680	6,640
Education Allowance	2,400	200
Sodexo Vouchers	26,400	2,200
Leave Travel Allowance	11,952	996
Telephone /Internet Reimbursements	24,000	2,000
Flexible Allowance	54,768	4,564
Base Salary	398,400	33,200
Retirement Benefits		
Employer's Contribution to Provident Fund	21,600	1,800
Total Gross Salary.....(A)	420,000	35,000
Performance Bonus.....(B)		
Total Cash Compensation (A+B).....(C)	420,000	
Non Cash Benefits.....(D)		
Continuing Education Program	15,000	
Medical and Accident Insurance Premium	15,000	
Final CTC (C+D)	450,000	
Notes:		
House Rent Allowance is a component of the salary which is paid monthly. Tax exemption on this allowance is dependent only on producing specific documents.		
Leave Travel Allowance is taxfree subject to producing rail / air tickets as per IT rules- twice in block of 4 years.		
Telephone/Internet Reimbursement will not be paid monthly. Instead it will be paid bi-annual on submission of the actual invoices only. At the end of the year i.e. in the month of March, any amount remaining unclaimed by the employee will be included in the gross salary and taxed accordingly.		
PF amount mentioned shall differ based on nationality as per governing laws.		
Gratuity is a retirement benefit payable as per provisions of Payment of Gratuity Act 1972. It is paid only on completing continuous service of not less than 4 years and 240 days of employment with the company and on cessation of employment. The gratuity is calculated as - Last drawn basic wages*15 days*/26 days *no of years of service		
All the above allowances and benefits are as per the Companies policies listed in the Employee Handbook and are subject to change from time to time.		

Annexure 2: Non-Cash Benefits



Medical Insurance

- Employees and their immediate families are covered under Mediclaim
- We are working with Bajaj Allianz
- The sum insured is Rs. 350,000 lacs per annum per family
- The entire premium is borne by the company
- We have also made provisions to cover parents and in-laws under a co-pay option



Leaves

- Each employee will be entitled to 21 days of leave
- Per calendar year (January – December).
- 7 days' leaves get carried, 7 can get encashed
- Un-utilized leaves in excess of the above will lapse.



Referral Policy

- From 1-5 years, Rs. 30,000 on completion of 3 months
- Above 5 years, Rs. 50,000 on completion of 3 months



(The referral has to be an active employee and not serving his notice period, when the referral bonus is due)

Soft Loans

- Up to 1 lac or a month's gross salary of the employee (whichever is less)
- Can be availed only after completing the probation period
- Interest free and amount will be deducted in six equal installments per month



Transport

- Bus services across multiple routes covering the Pune city
- Deduction of Rs.1500 per month in case you avail of the bus facility



Food

- Breakfast, lunch and evening snacks provided by the company



Annexure 3: Document Checklist

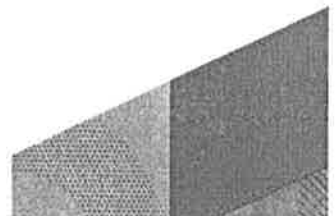
Check-list of documents (photocopies) to be submitted on the day of joining:

- Signed copy of Icertis Appointment Letter
- Experience & Relieving Letter from the previous employer (if applicable)
- Latest academic degree certificate and Final year mark sheet
- Any professional certifications that the candidate may have
- Salary certificate/last salary slip from the previous employer (if applicable)
- One passport size color photograph
- Valid passport copy
 - If passport is not available, then address proof of permanent address (Ration card/Voter id/Electricity bill)
- PAN card
 - Or a copy of acknowledgement of form submitted for application of PAN (if PAN has not been allotted)

Check-list of documents for Background Verification (all softcopies):

Please note that the background verification has to MANDATORILY be completed within the first 20 days of joining, and you are requested to carry separate set of documents for the same

- For Education Verification
 - Copy of final year mark sheet & degree certificate/provisional certificate
- For Employment Verification(if applicable)
 - Last 2 Employment Verifications from HR –Service Certificate/Reliving Letter/Salary Slip (Any one or two)
- For Police Verification
 - Comprehensive Criminal Record Verification– Copy of One Photo ID & One Address Proof



70

Computer Dept
2020 Batch



January 27, 2020.

Suraj Tannalli

E401, The Address, Moshi,
Pune

Dear Suraj,

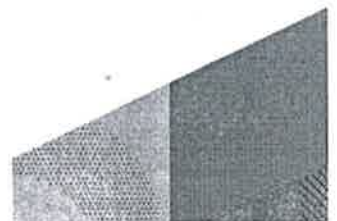
On behalf of Icertis Solutions, (the "Company"), I am pleased to offer you the position of Associate Software Engineer Speaking for myself, as well as the other members of the Company's management team, we are all very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

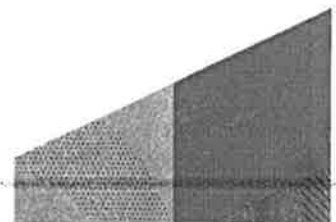
1. **Position.**

- a. You will be the Associate Software Engineer of the Company, working out of the Company's office in Pune, India.
- b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations.

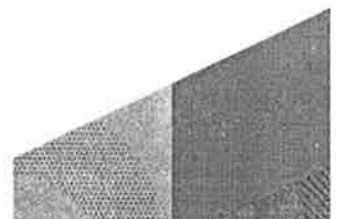
2. **Start Date:** Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on 6th July 2020.



3. **Testimonials and Documentation:** You may be required by the management to provide attested copies of all documents and/or testimonials in support of your resume and qualifications. Your employment is on the basis of facts mentioned in your application, and that if any of the facts mentioned in your application are found incorrect, your appointment will automatically come to an end, notwithstanding any other legal action the management may like to initiate.
4. **Compensation:** Your total compensation would be Rs. 5,00,000 on an annualized basis. Please refer to Annexure I for a breakup of your compensation. The compensation will be liable for deduction of government taxes, contributions and subscriptions, if any.
- **Annual Salary:** You will be paid a monthly salary of Rs. 33,200 which is equivalent to 3,98,400 on an annualized basis. Your salary will be payable at the end of every month pursuant to the Company's regular payroll policy.
 - **Milestone Bonus:** You will be paid a Milestone bonus of Rs. 50,000 after completion of 1 year with Icertis. The milestone bonus amount has been included in your total compensation above. Such bonus is not earned till you have completed one full year of employment at Icertis and successful completion of your probation. The milestone bonus to which you are entitled will be paid to you on the first regular payroll date following the date on which such bonus is earned. If within 1 year of receiving the milestone bonus you voluntarily resign or are discharged for a cause, you agree to repay the sign on bonus immediately to Icertis and you consent for a payroll deduction for this purpose.
 - **Non-Cash Benefits:**
 - Group Medclaim: Rs.15000 for employee
 - Continuing Education Program up to Rs.15000
5. **Stock Options:** You will be eligible for stock options only after successful completion of probation period of 1 year with Icertis. In connection with the commencement of your employment, the Company will recommend that the Board of Directors grant you an option to purchase shares of the Company's Common Stock. This option will have an exercise price equal to the fair market value on the date of the grant, and will vest over a four (4) year period as follows: twenty-five percent (25%) of the option shares will vest on the one year anniversary of your Start Date and one-thirty-sixth (1/36th) of the remaining seventy-five percent (75%) of the option shares will vest ratably at the end of each month thereafter. Vesting will, of course, depend on your continued employment with the Company



6. **Probation Period:** That you shall be appointed on probation for one year from the date of joining the company. In the event, your services are found satisfactory, during the probation period, your services shall be automatically confirmed. In case of non-performance during this period, the Company at its sole discretion may then extend the probation period or relieve you of your services.
7. **Proprietary Information and Inventions Agreement:** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
8. **Confidentiality of Terms:** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary, bonuses, or stock purchase or option allocations to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
9. **At-Will Employment:** Your employment with the Company will be on an "at will" basis, meaning that either you or the Company may terminate your employment at any time for any reason or no reason. If you decide to leave employment, you will be required to give a two-month notice to the management whenever you choose to leave the employment. If you leave employment without giving the requisite notice or payment in lieu thereof, a sum equivalent to the salary of the notice period shall be deducted from your dues, if any, in the first instance, and that this letter shall be deemed to be an authority for such deduction. Any amount remaining outstanding after the above deduction shall be recovered from you as dues to the company. You may further be liable for damages for breach of contract for loss caused to us.



We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me. This letter sets forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

Very truly yours,
ICERTIS SOLUTIONS

Samir Bodas

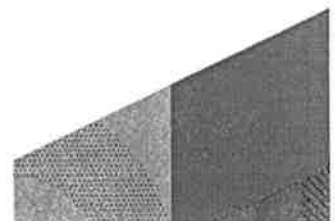
By: Samir Bodas

Title: Chief Executive Officer

ACCEPTED AND AGREED:
Suraj Tannalli

Signature

Date
{today_date}



Annexure 2: Non-Cash Benefits

Medical Insurance

- Employees and their immediate families are covered under Mediclaim
- We are working with Bajaj Allianz
- The sum insured is Rs. 350,000 lacs per annum per family
- The entire premium is borne by the company
- We have also made provisions to cover parents and in-laws under a co-pay option



Leaves

- Each employee will be entitled to 21 days of leave
- Per calendar year (January – December).
- 7 days' leaves get carried, 7 can get encashed
- Un-utilized leaves in excess of the above will lapse.



Referral Policy

- From 1-5 years, Rs. 30,000 on completion of 3 months
- Above 5 years, Rs. 50,000 on completion of 3 months



(The referral has to be an active employee and not serving his notice period, when the referral bonus is due)

Soft Loans

- Up to 1 lac or a month's gross salary of the employee (whichever is less)
- Can be availed only after completing the probation period
- Interest free and amount will be deducted in six equal installments per month



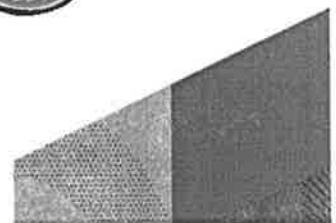
Transport

- Bus services across multiple routes covering the Pune city
- Deduction of Rs.1500 per month in case you avail of the bus facility



Food

- Breakfast, lunch and evening snacks provided by the company



Annexure 3: Document Checklist

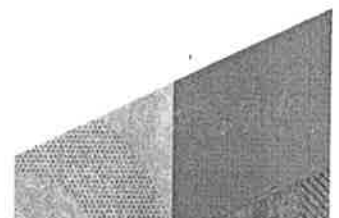
Check-list of documents (photocopies) to be submitted on the day of joining:

- Signed copy of Icertis Appointment Letter
- Experience & Relieving Letter from the previous employer (if applicable)
- Latest academic degree certificate and Final year mark sheet
- Any professional certifications that the candidate may have
- Salary certificate/last salary slip from the previous employer (if applicable)
- One passport size color photograph
- Valid passport copy
 - If passport is not available, then address proof of permanent address (Ration card/Voter id/Electricity bill)
- PAN card
 - Or a copy of acknowledgement of form submitted for application of PAN (if PAN has not been allotted)

Check-list of documents for Background Verification (all softcopies):

Please note that the background verification has to MANDATORILY be completed within the first 20 days of joining, and you are requested to carry separate set of documents for the same

- For Education Verification
 - Copy of final year mark sheet & degree certificate/provisional certificate
- For Employment Verification(if applicable)
 - Last 2 Employment Verifications from HR –Service Certificate/Reliving Letter/Salary Slip (Any one or two)
- For Police Verification
 - Comprehensive Criminal Record Verification– Copy of One Photo ID & One Address Proof



7/1

Computer Dept
2020 Batch

Vignet IT Solutions Pvt. Ltd.

Building D, 5th Floor
West End III, Aundh, Pune-07
Ph. 020 69001936
www.vignetcorp.com
CIN: U72200PN2010PTC135447

Date: 15/10/2019

To: Gauri Bidkar
Pune, India

Subject: Offer Letter

Dear Gauri,

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

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

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

Your date of Joining is **15 June 2020**. Your reporting time is 11.00 am.

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

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

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

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

For Vignet IT Solutions Pvt. Ltd.



Authorized Signatory
Vaishali Gandhi
VP Operations and HR

Annexure 1
Annual Salary Break-up

Name: Gauri Bidkar

Designation: Software Engineer

Compensation Break-up		
Components	Monthly	Remarks
Basic	15000.00	Taxable
HRA	6000.00	Tax exempt if rent receipts are produced
Conveyance Allowance	1600.00	Rs.1600 PM & Rs.19200 Per Annum is tax exempt as per IT rules
Special Allowance	8850.00	Taxable
Leave Travel Allowance (LTA)	3000.00	Payable yearly and tax exempt for the employee if reimbursed annually.
Medical Reimbursement	1250.00	Max of Rs.15000/- per annum and should be supported by bills for Tax Exemption.
Employer Provident Fund (PF)	1800.00	Forms 12% of Basic; OR Should be minimum Rs.1800 per month
Monthly Cost to Company	37,500.00	
Annual Fixed Cost to Company (CTC)	4,50,000.00	

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

For Vignet IT Solutions Pvt. Ltd.



Authorized Signatory
Vaishali Gandhi
VP Operations and HR

Building D, 5th Floor
West End III, Aundh, Pune-07
Ph. 020 69001936
www.vignetcorp.com
CIN: U72200PN2010PTC135447

ACCEPTANCE OF OFFER:

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

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

I will join the duties of Vignet IT Solutions from 15 June 2020.

Name: Gauri Bidkar

Signature:

A handwritten signature in blue ink, appearing to read "GBidkar", is written over a horizontal line.

Date: 15/10/2020



Date: October 22, 2019
Ref: LTI/HR/Campus/2020
Name: Samruddhi Yadav
College: MIT Group of Colleges

OFFER OF EMPLOYMENT

Dear Samruddhi Yadav,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,00,000/-** as per the details mentioned in '**Annexure-1**'.

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

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

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

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

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

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

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

22/10/19 
Signature and Date

ANNEXURE-1

Name : Samruddhi Yadav			Date : October 22, 2019		
Salary Grade : GET(II)					
Components	Rs. p.a.		Rs. p.m.		
Basic					15,000
Bouquet of Benefits					20,467
A. Base Salary (PA)	425,602				35,466
Annual Incentive	40,000				
B. Total Variable (PA)	40,000				
C. Total Target Cash (A+B)	465,602				
Provident Fund (PF)	21,600				1,800
Gratuity	8,664				722
Mediclaime Premium	4,140				
D. Retirals & Other Benefits	34,398				
Cost to Company (CTC) C+D	500,000				

Medical Insurance Premium:

The Group Mediciam Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable,

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No Year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process. • Backlogs includes Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam(Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared <u>with the final semester examinations</u> 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2020 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature:

[Signature]

Name:

Samruddhi Tadar

Mobile No:

9881397326

College Name:

MITADE, Alandi

Today's Date:

22/10/19.

Fwd: Altimetrik India : Campus Selection

1 message

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

Fri, Feb 25, 2022 at 3:39 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Mon, Nov 4, 2019 at 4:11 PM
Subject: Altimetrik India : Campus Selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Altimetrik India has selected one student of MITAOE - Pranav More (BE Computer), from the recruitment process conducted at MIT Campus on 16th October 2019.

Remuneration offered by the company is Rs. 4.25 lacs per annum CTC.

Forwarding herewith the formal confirmation mail received from the company in this regard.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Rajeshwari Hubballi <Rajeshwari.Hubballi@altimetrik.com>
Date: Mon, Nov 4, 2019 at 2:16 PM
Subject: RE: MIT Pune: Awaiting results_Altimetrik India
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Hi Hemant,

Pleased to inform you that we are considering all the 3 selected students for Altimetrik full time opportunity.

SL.No.	Candidate Name	Final Remarks	Date of Joining
1	Jayesh Malu	Offer	15th June 2020
2	Satyam Sandikar	Offer	15th June 2020
3	Pranav More	Offer	15th June 2020

Regards,

Rajeshwari H

020- 67476313



HIGHLY CONFIDENTIAL



20-April-2020

Pradnya Vinod Nanaware
D/O Vinod Chandrakant Nanaware renukanagar Wagahalwadi Someshwarnagar Baramati Pune
Maharashtra, Pin-412306

Dear Pradnya,

Welcome to Vodafone!

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your initial place of posting will be Vodafone Office located at Pune, EON. However, during employment with the Company, you may be transferred / deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad.
2. You are expected to join as early as possible and not later than 06-July-2020 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.
6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
 - The relieving / resignation acceptance letter from your present employer
 - 3 passport size photographs & a copy of your PAN card

Vodafone India Services Private Limited
Ground to fourth Floor, Cluster D, Wing-3,
EON Free Zone, IT & ITES Special Economic Zone,
MIDC Kharadi, Pune- 411014, Maharashtra, India.

C2- VODAFONE RESTRICTED
T (+91) 020 71274000

Vodafone.com

Registered Office: Vodafone House, Corporate Road, Prahlad Nagar, Off S.G. Highway, Ahmedabad 380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960

HIGHLY CONFIDENTIAL



7. The Compensation and Benefits Program applicable at Band I is enclosed for your reference in Annexure 1 & 2.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**

Gopal Saha
General Manager – Resourcing

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

Vodafone India Services Private Limited
Ground to fourth Floor, Cluster D, Wing-3,
EON Free Zone, IT & ITES Special Economic Zone,
MIDC Kharadi, Pune- 411014, Maharashtra, India

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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Pradnya Vinod Nanaware	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (In INR)	Annual Amount (In INR)
Component (A)		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance ¹	11,803.22	141,638.64
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	1,800.00	21,600.00
Total Fixed Pay (A+B)	32,196.97	386,363.64
Component (C) - Target GSTIP ³		
Target GSTIP is @ 10% of Fixed Pay	3,219.70	38,636.36
Total Target Cash ⁴ (Fixed Pay + GSTIP)	35,416.67	425,000.00
¹ Management Allowance and Target GSTIP ³ are inclusive of the Interim bonus as payable under the statute ² Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund ³ GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company & Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out ⁴ Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit		
Gratuity: 4.81% of Annual Basic Salary. Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		

Vodafone India Services Private Limited
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380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960



Annexure 2 – Monthly/ Annual Benefits:

Monthly/ Annual Benefits		Entitlements for Band H, I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive INR 25,00,000 as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for INR 25,00,000
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children). Self - INR 2,00,000 Spouse -INR 1,00,000 Child 1- INR 1,00,000 Child 2 - INR 1,00,000 You may also opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of INR 11,000 every 2 years (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of INR 800 per month which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: Privilege leave (annual leave) of 22 days Sick leave - 7 Days Casual leave - 7 Days In addition, there will be 11 calendar holidays and Maternity / Paternity / Adoption / Surrogacy Leave as per Company's Policy

In our endeavor to provide market competitive and best in class benefits to our employees, we continue to review our policies and proposition from time to time.

Equip yourself with the HR Policies to know your benefits in detail.

Vodafone India Services Private Limited
Ground to fourth Floor, Cluster D, Wing-3,
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Vodafone.com

Registered Office: Vodafone House, Corporate Road, Prahlad Nagar, Off S.G. Highway, Ahmedabad - 380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960

Date: 20 April 2020

LETTER OF INTENT

Dear Pradnya Vinod Nanaware ,

With reference to your application and the subsequent interviews with us, we are pleased to offer you the position of **Engineer Trainee** on the following terms and conditions:

1. Your initial place of posting will be at the SEZ unit of the Company located at **Pune_EON**.
2. You are expected to join us on **6 July 2020**, failing which we will presume that you have no interest in seeking training with us. Accordingly, this offer for training will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.
3. Please submit photocopies of the following documents at the time of your joining:
 - a) Documentary evidence of date of birth
 - b) Attested photocopies of all educational qualifications (**SSC, HSC, Degree/Diploma**) b) Six passport size photographs
 - c) Blood group proof (medical test report / any ID with Blood Group mentioned) d) PAN card copy

*This offer is subject to your successful completion of graduation and submitting the educational credentials within 90 days from the date of joining.
4. The Compensation and Benefits Program applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.
5. This is not a Letter of Appointment but a Letter of Intent (LOI) granting you training facilities in our organization.
6. The formal Letter of Appointment (LOA) will be issued at the time of your joining.
7. You will be on training for a period of 12 months from the date of joining
8. On completion of your training, based on your performance, you will be considered for absorption in the regular cadre of the Company as an employee.
9. **Please sign and return the duplicate copy of this letter, indicating your acceptance.**

We look forward to your joining us.

For **Vodafone India Services Private Limited**



Gopal Saha
General Manager, VISPL Resourcing



Let's be absolutely safe



Always wear
a helmet
while riding



Do not talk
on phone while
driving



Never drive under
the influence of alcohol
or illegal drugs



Electrical problems
should only be fixed
by qualified workers



Never exceed
speed limits



Use suitable protective
equipment and attach
safety harness while
working at heights



Always wear your
seatbelt while
driving

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.
Ready?



Vodafone India Services Private Limited
Ground to fourth Floor, Cluster D, Wing-3,
EON Free Zone, IT & ITES Special Economic Zone,
MIDC Kharadi, Pune- 411014, Maharashtra, India

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Registered Office: Vodafone House, Corporate Road, Prahlad Nagar, Off S.G. Highway, Ahmedabad - 380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960

Computer Dept

299-2020 Batch



20-April-2020

Trupti Mahendra Lokhande
D/O Mahendra Lokhande at post Shirwal Taluka- khandala, Kamala Nagar, Shirwal,
satara, Maharashtra, Pin-412801

Dear Trupti,

Welcome to Vodafone!

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your initial place of posting will be Vodafone Office located at Pune, EON. However, during employment with the Company, you may be transferred / deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad.
2. You are expected to join as early as possible and not later than 06-July-2020 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.
6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
 - The relieving / resignation acceptance letter from your present employer
 - 3 passport size photographs & a copy of your PAN card

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7. The Compensation and Benefits Program applicable at Band I is enclosed for your reference in Annexure 1 & 2.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**

Gopal Saha
General Manager – Resourcing

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Trupti Mahendra Lokhande	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance ¹	11,803.22	141,638.64
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	1,800.00	21,600.00
Total Fixed Pay (A+B)	32,196.97	386,363.64
Component (C) - Target GSTIP ³		
Target GSTIP is @ 10% of Fixed Pay	3,219.70	38,636.36
Total Target Cash ⁴ (Fixed Pay + GSTIP)	35,416.67	425,000.00
¹ Management Allowance and Target GSTIP ³ are inclusive of the Interim bonus as payable under the statute ² Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund ³ GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company & Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out ⁴ Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit.		
Gratuity: 4.81% of Annual Basic Salary. Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		

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Annexure 2 – Monthly/ Annual Benefits:

Monthly/ Annual Benefits		Entitlements for Band H, I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive INR 25,00,000 as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for INR 25,00,000
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children). Self - INR 2,00,000 Spouse -INR 1,00,000 Child 1- INR 1,00,000 Child 2 - INR 1,00,000 You may also opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of INR 11,000 every 2 years (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of INR 800 per month which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: Privilege leave (annual leave) of 22 days Sick leave - 7 Days Casual leave - 7 Days In addition, there will be 11 calendar holidays and Maternity / Paternity / Adoption / Surrogacy Leave as per Company's Policy

In our endeavor to provide market competitive and best in class benefits to our employees, we continue to review our policies and proposition from time to time.

Equip yourself with the HR Policies to know your benefits in detail.

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Date: 20 April 2020

LETTER OF INTENT

Dear Trupti Mahendra Lokhande ,

With reference to your application and the subsequent interviews with us, we are pleased to offer you the position of **Engineer Trainee** on the following terms and conditions:

1. Your initial place of posting will be at the SEZ unit of the Company located at **Pune_EON**.
2. You are expected to join us on **6 July 2020**, failing which we will presume that you have no interest in seeking training with us. Accordingly, this offer for training will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.
3. Please submit photocopies of the following documents at the time of your joining:
 - a) Documentary evidence of date of birth
 - b) Attested photocopies of all educational qualifications (**SSC, HSC, Degree/Diploma**) b) Six passport size photographs
 - c) Blood group proof (medical test report / any ID with Blood Group mentioned) d) PAN card copy

*This offer is subject to your successful completion of graduation and submitting the educational credentials within 90 days from the date of joining.
4. The Compensation and Benefits Program applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.
5. This is not a Letter of Appointment but a Letter of Intent (LOI) granting you training facilities in our organization.
6. The formal Letter of Appointment (LOA) will be issued at the time of your joining.
7. You will be on training for a period of 12 months from the date of joining
8. On completion of your training, based on your performance, you will be considered for absorption in the regular cadre of the Company as an employee.
9. Please sign and return the duplicate copy of this letter, indicating your acceptance.

We look forward to your joining us.

For Vodafone India Services Private Limited



Gopal Saha
General Manager, VISPL Resourcing



Let's be absolutely safe



Always wear
a helmet
while riding



Do not talk
on phone while
driving



Never drive under
the influence of alcohol
or illegal drugs



Electrical problems
should only be fixed
by qualified workers



Never exceed
speed limits



Use suitable protective
equipment and attach
safety harness while
working at heights



Always wear your
seatbelt while
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Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.

Ready?



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HIGHLY CONFIDENTIAL



20-April-2020

Sahil Arif Mulani

D/O Sahil Arif Mulani, B.U.Bhandari Skyline, Flat:C-1 , Plot No- 64 , Dattanagar , Dighi , Pune ,
Maharastra, Pin-411015

Dear Sahil,

Welcome to Vodafone!

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your initial place of posting will be Vodafone Office located at Pune, EON. However, during employment with the Company, you may be transferred / deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad.
2. You are expected to join as early as possible and not later than 06-July-2020 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.
6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
 - The relieving / resignation acceptance letter from your present employer
 - 3 passport size photographs & a copy of your PAN card

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HIGHLY CONFIDENTIAL



7. The Compensation and Benefits Program applicable at Band I is enclosed for your reference in Annexure 1 & 2.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**

Gopal Saha
General Manager – Resourcing

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Sahil Arif Mulani	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance ¹	11,803.22	141,638.64
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	1,800.00	21,600.00
Total Fixed Pay (A+B)	32,196.97	386,363.64
Component (C) - Target GSTIP ³		
Target GSTIP is @ 10% of Fixed Pay	3,219.70	38,636.36
Total Target Cash ⁴ (Fixed Pay + GSTIP)	35,416.67	425,000.00
1. Management Allowance and Target GSTIP ³ are inclusive of the Interim bonus as payable under the statute		
2. Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund		
3. GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company & Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out		
4. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit		
Gratuity: 4.81% of Annual Basic Salary, Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		

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380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960



Annexure 2 – Monthly/ Annual Benefits:

Monthly/ Annual Benefits		Entitlements for Band H, I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive INR 25,00,000 as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for INR 25,00,000
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children). Self - INR 2,00,000 Spouse -INR 1,00,000 Child 1- INR 1,00,000 Child 2 - INR 1,00,000 You may also opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of INR 11,000 every 2 years (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of INR 800 per month which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: Privilege leave (annual leave) of 22 days Sick leave - 7 Days Casual leave - 7 Days In addition, there will be 11 calendar holidays and Maternity / Paternity / Adoption / Surrogacy Leave as per Company's Policy

In our endeavor to provide market competitive and best in class benefits to our employees, we continue to review our policies and proposition from time to time.

Equip yourself with the HR Policies to know your benefits in detail.

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Date: 20 April 2020

LETTER OF INTENT

Dear Sahil Arif Mulani,

With reference to your application and the subsequent interviews with us, we are pleased to offer you the position of **Engineer Trainee** on the following terms and conditions:

1. Your initial place of posting will be at the SEZ unit of the Company located at **Pune_EON**.
2. You are expected to join us on **6 July 2020**, failing which we will presume that you have no interest in seeking training with us. Accordingly, this offer for training will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.
3. Please submit photocopies of the following documents at the time of your joining:
 - a) Documentary evidence of date of birth
 - b) Attested photocopies of all educational qualifications (**SSC, HSC, Degree/Diploma**) b) Six passport size photographs
 - c) Blood group proof (medical test report / any ID with Blood Group mentioned) d) PAN card copy

*This offer is subject to your successful completion of graduation and submitting the educational credentials within 90 days from the date of joining.
4. The Compensation and Benefits Program applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.
5. This is not a Letter of Appointment but a Letter of Intent (LOI) granting you training facilities in our organization.
6. The formal Letter of Appointment (LOA) will be issued at the time of your joining.
7. You will be on training for a period of 12 months from the date of joining
8. On completion of your training, based on your performance, you will be considered for absorption in the regular cadre of the Company as an employee.
9. Please sign and return the duplicate copy of this letter, indicating your acceptance.

We look forward to your joining us.

For Vodafone India Services Private Limited



Gopal Saha
General Manager, VISPL Resourcing



Let's be absolutely safe



Always wear
a helmet
while riding



Do not talk
on phone while
driving



Never drive under
the influence of alcohol
or illegal drugs



Electrical problems
should only be fixed
by qualified workers



Never exceed
speed limits



Use suitable protective
equipment and attach
safety harness while
working at heights



Always wear your
seatbelt while
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Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.
Ready?



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Computer Dept
2019 - 2020 Batch



29th Nov 2019

Dear Ms. Preeti Kushwaha,

Sub: **Offer Letter for Software Engineer**

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

This offer has been made based on your profile and interview performance. You have been extended the position of **Software Engineer** and would be based at our **Pune** facility. Your monthly gross salary including all benefits will be **Rs.30,000**. The compensation structure is provided in Annexure A attached with this letter. You are requested to join on or before **1st June 2020** and report at 10.30 am.

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

01. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a period of six months from the date of joining the Company and may be confirmed as a permanent employee upon successful completion of your probation. Please note that as per Company policy, the employee would be confirmed on the 1st day of the month succeeding the month of completion of probation of six months from the date of joining the Company or after the period of probation, whichever is later. In addition to your performance during the Probationary Period, your confirmation as a permanent employee is subject to your submitting the requisite documents as required by the Company. Further details are enclosed in the Information Sheet.

02. 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 below;

Wishtree Technologies LLP (Registration # AAA 2812)

Ahmedabad: 6th Floor, BD Patel House, Naranpura, Ahmedabad - 380014

Pune: B 311, GO Square, Wakad, Pune - 411057

www.wishtreetech.com



- A copy of Secondary school mark-sheet containing among other details your date of birth.
- A copy of graduation degree certificate or provisional certificate.
- A copy of all post-graduate degree certificates, if you have completed any post-graduation courses, including diploma courses.
- A copy of your Address Proof.
- Two copies of your passport size photograph.
- Last 3 months' salary slips (If applicable).
- Relieving letter from previous employer/s (If applicable).

Originals of the above mentioned documents have to be submitted for verification. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment. When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

03. Salary Revision and Promotion

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given after successful completion of 12 months from date of joining.

04. Insurance Plans

You will be covered under the Group Insurance Schemes. You shall have a health insurance cover of Rs. 2,00,000 and a life insurance / personal accident scheme cover of Rs. 5,00,000.

The details of the Scheme would be available to you when you join the Company.

05. Working Hours

Wishtree maintains five working days (Monday to Friday). Working hours are from 9:00 AM to 6:15 PM. A list of company holidays is drawn up at the beginning of each calendar year.

Wishtree Technologies LLP (Registration # AAA 2812)

Ahmedabad: 6th Floor, BD Patel House, Naranpura, Ahmedabad - 380014
Pune: B 311, GO Square, Wakad, Pune - 411057

www.wishtretech.com



You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.

06. Earned Leave

You will be entitled to earned leave of 5 days for every three months of service. Leave will be credited to your leave balance every quarter, for the next three months. Leave balance from a given financial year will not be carried forward to next financial year.

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

This offer is conditional upon the execution of the "Service Agreement", attached with this letter. The "Service Agreement" shall be in effect for a period of 24 months from the date of joining, or date of execution of the "Service Agreement", whichever is later.

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

Best Regards,

For Wishtree Technologies LLP

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

Antimbala Chouhan
Manager – Human Resource

Accepted
Rush
02/01/20.

Wishtree Technologies LLP (Registration # AAA 2812)

Ahmedabad: 6th Floor, BD Patel House, Naranpura, Ahmedabad - 380014
Pune: B 311, GO Square, Wakad, Pune - 411057

www.wishtretech.com

**Annexure A – Salary Chart**

COMPENSATION DETAILS (All figures in INR per month)	
1. MONTHLY COMPONENTS	
Basic	15000
HRA	6000
Standard Deduction*	3333
Other Allowance	3146
MONTHLY GROSS SALARY	27479
2. RETIRAL BENEFITS	
Employer PF contribution	1800
Gratuity**	721
MONTHLY FIXED GROSS SALARY (1 + 2)	30000
ANNUAL FIXED GROSS SALARY	360000

OTHER BENEFITS (Annual Cover)	
Health Insurance	200000
Life Insurance	500000
Employee Up-Skillment Program	5000

* Standard deduction is an exemption allowed to be deducted from taxable income for tax saving purposes, re-introduced by Govt of India in 2018 replacing Transport Allowance and Medical reimbursement. Unlike other deductions and exemptions, to claim standard deduction, one need not provide any documents or proofs.

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

Wishtree Technologies LLP (Registration # AAA 2812)

Ahmedabad: 6th Floor, BD Patel House, Naranpura, Ahmedabad - 380014
Pune: B 311, GO Square, Wakad, Pune - 411057

www.wishtretech.com

Internship Letter

Reference: HR / IL / 457/2019.

Date: 24th Dec 2019.

Dear Omkar,

Pursuant to your application for Internship with us, and the subsequent selection process, it gives us great pleasure to appoint you as **Trainee at Media Magic Technologies Private Limited** (Hereafter referred to as the "Company").

Please see below your internship details:

Internship ID: 411125.

Date of Joining: 06th Jan 2020.

Internship Duration: 06th Jan 2020 to 06th Jul 2020.

Stipend: 1.8 LPA

Project Description:

During the course of internship, the trainee will be working on implementation of a music streaming service. This service is a subscription-based music streaming service that combines lossless audio and high-definition music videos with exclusive content and special features on music. Trainee will be working on C/C++ or Java as part of his internship.

Wish you a great journey with Team Media Magic!

Thanking You,

Yours sincerely,

For Media Magic Technologies Pvt. Ltd.

Director

Kapil Agrawal

Offer Letter

Date: 23rd Dec, 2019

Dear MEHAR MADNANI,

Congratulations!

We are pleased to inform that you have been selected as Software Developer, further to the interview and evaluation you had with us on 23rd Dec, 2019 during the Campus Recruitment Drive held at VISHWAKARMA INSTITUTE OF TECHNOLOGY, PUNE

Details of the appointment are:

Designation:	Software Developer
Department:	Technology
Date of Joining:	2 nd July, 2020
CTC Offered:	<u>10,71,000/-</u>

All further communication regarding your joining date and formalities will be done in due course and you will be informed about the same through your Campus Placement authority.

This offer is subject to you being found medically fit, successfully completing your degree from your respective institute and verification of all necessary documents furnished by you at the time of joining.

Wishing you luck and looking forward to a long and mutually beneficial career with the UpCurve Business Services Pvt Ltd.

Yours Sincerely,



Ojaswini Sapatnekar

Sr. HR Manager

Upcurve Business Services Pvt. Ltd. udChalo House, Arena Building. Plot no 10,
Sakore Nagar, Viman Nagar, Pune - 411014 MH. CIN:U93000PN2012PTC144765

🌐 www.udChalo.com ☎ +91 9272 20 3030 ✉ contact@udchalo.com

Offer of Employment

Date: 31st January 2020

Dear Rahul Agrawal,

Congratulations! This is in reference for the discussion we had with you. In this connection, we are pleased to offer you the position of Software Engineer on terms and conditions, which are as mentioned below.

- 1) You will be paid a stipend of Rs. 10,000 (Rupees Ten thousand only) per month for the initial three months of probation period, from the date of your joining. Post evaluation, your stipend would be increased to Rs. 20,000 per month for the 4th, 5th and 6th month. All necessary taxes will be deducted at source as per statutory requirements.
- 2) At the end of the Internship period (6 months) you would be evaluated. Based on the evaluation, your probation period might be extended, or an offer might be made for permanent position with a salary of Rs. 3,25,000/- Per Annum as CTC.
- 3) You are required to join us on or before 3rd February 2020, failing which this offer will be treated as cancelled.
- 4) You may resign from your employment with the Company, without furnishing any reason, by giving not less than three (3) months prior notice. However, the Company may relieve you any time before the expiry of the said notice period by paying your remuneration accrued till date. Release during notice period will be at your manager's discretion.
- 5) If your performance is found to be unsatisfactory, the company may release you by giving one month of notice or salary thereof.
- 6) Your working hours will be 11:30 am to 08:30 pm (Monday to Friday).
- 7) You are requested to return the duplicate copy of this offer and confirm your acceptance.
- 8) You are requested to bring with you the following documents at the time of joining your duties.
 - a) Marks Cards from Class X onwards (Class X, PUC / Class XII, Degree, PG, etc. including semester-wise/year-wise marks cards for Degree, PG, etc.)
 - b) Appointment letters from all your previous employers.
 - c) Experience / Relieving letters from all your previous employers.
 - d) Pay Slips of your previous employer for the last 3 months.
 - e) All non-blank pages of your passport (first and last page, and any page having a valid Visa) - two copies.
 - f) PAN card - two copies.
 - g) DL / Electoral Card/ Ration card copy one copy.
 - h) 5 Passport size color photographs.
 - i) Form 16 (duly filled up) from your immediate previous Employer or IT computation sheet.
 - j) Originals of all the documents for verification.
 - k) Aadhaar Card

DATAFORTUNE SOFTWARE SOLUTIONS PVT. LTD.

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Registered office: Plot No 34B, HUDA Heights, 1st Floor, Near Lotus Pond, Road No 12, Banjara Hills,
Hyderabad - 500034, Andhra Pradesh, INDIA.
www.datafortune.com

data

Key to unlock fortune in data

You are requested to go through the above terms and conditions and In case you agree to take up this employment, kindly indicate your acceptance by signing and returning the duplicate copy.

Yours sincerely,

For Datafortune Software Solutions Pvt. Ltd.

Zafar Modak

HR Manager

I have read and understood thoroughly the rules of employment and the above terms of my appointment and I agree to accept the employment terms and conditions mentioned in the above letter. I hereby confirm having received my original copy of the employment agreement

Name: Rahul Agrawal

Signature: Rahul

Date: 03/02/2020

Place: Pune

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Hyderabad - 500034, Andhra Pradesh, INDIA
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Annexure: I

Name: Mr. Rahul Agrawal

Title: Software Engineer

Compensation Structure	Amount in INR	
	Per Annum	Per Month
BASE SALARY	130000	10833
A)	130000	10833
ALLOWANCES		
House Rent Allowance	65000	5417
Leave Travel Allowance	13000	1083
Attire Allowance	24000	2000
Telephone Allowance	24000	2000
Special Allowance	25320	2110
B)	151320	12610
OTHER BENEFITS		
GMC	4080	340
Food Coupons	24000	2000
C)	28080	2340
STATUTORY BENEFIT		
Employer PF contribution	15600	1300
D)	15600	1300
Fixed Cost to Company [CTC]	325000	27083
Performance based Variable Component (Yearly)	0	-

DATAFORTUNE SOFTWARE SOLUTIONS PVT. LTD.

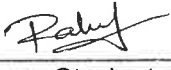
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ANNEXURE – II

Application for Internship Program

Sr. No.	Particulars	
1	Name of the applicant (in bold letters)	RAHUL AGRAWAL
2	Gender	MALE
3	Class & School	FINAL YEAR BTECH (A1) SCET
4	Date of Birth & Age (as on date)	07 th March 1999
5	Roll Number & PRN	A101 , 120160445
6	Address for correspondence with mobile / telephone number and email-id	Alandi - Moshi Road , Alandi , Pune 7691803051 rdagrawal @
7	Name & address of the Institute / Industry	Data Fortune , Magarpatta , Pune
8	Core Domain of Institute / Industry	IT
9	Contact details Supervisor / HR Mobile / Telephone number and email-id	Zafar Modak
10	Period of internship	3-6 weeks <input type="checkbox"/> 24-26 weeks <input checked="" type="checkbox"/>
11	Total number of credits proposed to internship (if applicable)	

Signatures

	
Student	School Internship Coordinator
Approved by:	
Dean – School of <u>Computer</u> Engineering	MIT AOE Seal
Date: 03/02/2020	



Offer of Employment

Date: 31st January 2020

Dear Vaibhav Kumar,

Congratulations! This is in reference for the discussion we had with you. In this connection, we are pleased to offer you the position of Software Engineer on terms and conditions, which are as mentioned below.

- 1) You will be paid a stipend of Rs. 10,000 (Rupees Ten thousand only) per month for the Initial three months of probation period, from the date of your joining. Post evaluation, your stipend would be increased to Rs. 20,000 per month for the 4th, 5th and 6th month. All necessary taxes will be deducted at source as per statutory requirements.
- 2) At the end of the Internship period (6 months) you would be evaluated. Based on the evaluation, your probation period might be extended, or an offer might be made for permanent position with a salary of Rs. 3,25,000/- Per Annum as CTC.
- 3) You are required to join us on or before 3rd February 2020, failing which this offer will be treated as cancelled.
- 4) You may resign from your employment with the Company, without furnishing any reason, by giving not less than three (3) months prior notice. However, the Company may relieve you any time before the expiry of the said notice period by paying your remuneration accrued till date. Release during notice period will be at your manager's discretion.
- 5) If your performance is found to be unsatisfactory, the company may release you by giving one month of notice or salary thereof.
- 6) Your working hours will be 11:30 am to 08:30 pm (Monday to Friday).
- 7) You are requested to return the duplicate copy of this offer and confirm your acceptance.
- 8) You are requested to bring with you the following documents at the time of joining your duties.
 - a) Marks Cards from Class X onwards (Class X, PUC / Class XII, Degree, PG, etc. including semester-wise/year-wise marks cards for Degree, PG, etc.)
 - b) Appointment letters from all your previous employers.
 - c) Experience / Relieving letters from all your previous employers.
 - d) Pay Slips of your previous employer for the last 3 months.
 - e) All non-blank pages of your passport (first and last page, and any page having a valid Visa) - two copies.
 - f) PAN card - two copies.
 - g) DL / Electoral Card/ Ration card copy one copy.
 - h) 5 Passport size color photographs.
 - i) Form 16 (duly filled up) from your immediate previous Employer or IT computation sheet.
 - j) Originals of all the documents for verification.
 - k) Aadhaar Card

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 Hyderabad - 500034, Andhra Pradesh, INDIA.

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You are requested to go through the above terms and conditions and In case you agree to take up this employment, kindly indicate your acceptance by signing and returning the duplicate copy.

Yours sincerely,

For Datafortune Software Solutions Pvt. Ltd.

Zafar Modak

HR Manager

I have read and understood thoroughly the rules of employment and the above terms of my appointment and I agree to accept the employment terms and conditions mentioned in the above letter. I hereby confirm having received my original copy of the employment agreement

Name:

Signature:

Date:

Place: Pune

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Annexure: I

Name: Mr. Vaibhav Kumar

Title: Software Engineer

Compensation Structure	Amount in INR	
	Per Annum	Per Month
BASE SALARY	130000	10833
A)	130000	10833
ALLOWANCES		
House Rent Allowance	65000	5417
Leave Travel Allowance	13000	1083
Attire Allowance	24000	2000
Telephone Allowance	24000	2000
Special Allowance	25320	2110
B)	151320	12610
OTHER BENEFITS		
GMC	4080	340
Food Coupons	24000	2000
C)	28080	2340
STATUTORY BENEFIT		
Employer PF contribution	15600	1300
D)	15600	1300
Fixed Cost to Company [CTC]	325000	27083
Performance based Variable Component (Yearly)	0	-

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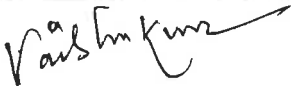
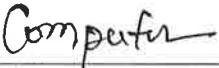


[An Autonomous Institute affiliated to Savitribai Phule Pune University]

Academy of
Engineering

ANNEXURE II
Application For Internship Program

Sr. No.	Particulars	
1	Name of the applicant (in bold letters)	VAIBHAV KUMAR
2	Gender	MALE
3	Class & School	B.Tech SCET
4	Date of Birth & Age (as on date)	05/09/1998 - 21
5	Roll Number & PRN	0120160426
6	Address for correspondence with mobile / telephone number and email-id	B906 Ostia Moshi - Alandi Road. 8002524000. vaibhav404pb9@gmail.com
7	Name & address of the Institute / Industry	Datafortune Software Solutions Pvt L 403 4th Floor Pentagon-3 Magarpatta
8	Core Domain of Institute / Industry	Database Service
9	Contact details Supervisor / HR Mobile / Telephone number and email-id	Mr. Zafar Modak - 9881300 zafar.modak@datafortune.com
10	Period of internship	3-6 weeks 24-26 weeks
11	Total number of credits proposed to internship (if applicable)	

	
Student	School Internship Coordinator
Approved by:	
Dean - School of Engineering	MIT AOE Seal
	
Date:	

Offer of Employment

Date: 31st January 2020

Dear Bhargav Guirish,

Congratulations! This is in reference for the discussion we had with you. In this connection, we are pleased to offer you the position of Software Engineer on terms and conditions, which are as mentioned below.

- 1) You will be paid a stipend of Rs. 10,000 (Rupees Ten thousand only) per month for the Initial three months of probation period, from the date of your joining. Post evaluation, your stipend would be increased to Rs. 20,000 per month for the 4th, 5th and 6th month. All necessary taxes will be deducted at source as per statutory requirements.
- 2) At the end of the Internship period (6 months) you would be evaluated. Based on the evaluation, your probation period might be extended, or an offer might be made for permanent position with a salary of Rs. 3,25,000/- Per Annum as CTC.
- 3) You are required to join us on or before 3rd February 2020, failing which this offer will be treated as cancelled.
- 4) You may resign from your employment with the Company, without furnishing any reason, by giving not less than three (3) months prior notice. However, the Company may relieve you any time before the expiry of the said notice period by paying your remuneration accrued till date. Release during notice period will be at your manager's discretion.
- 5) If your performance is found to be unsatisfactory, the company may release you by giving one month of notice or salary thereof.
- 6) Your working hours will be 11:30 am to 08:30 pm (Monday to Friday).
- 7) You are requested to return the duplicate copy of this offer and confirm your acceptance.
- 8) You are requested to bring with you the following documents at the time of joining your duties.
 - a) Marks Cards from Class X onwards (Class X, PUC / Class XII, Degree, PG, etc. including semester-wise/year-wise marks cards for Degree, PG, etc.)
 - b) Appointment letters from all your previous employers.
 - c) Experience / Relieving letters from all your previous employers.
 - d) Pay Slips of your previous employer for the last 3 months.
 - e) All non-blank pages of your passport (first and last page, and any page having a valid Visa) - two copies.
 - f) PAN card - two copies.
 - g) DL / Electoral Card/ Ration card copy one copy.
 - h) 5 Passport size color photographs.
 - i) Form 16 (duly filled up) from your immediate previous Employer or IT computation sheet.
 - j) Originals of all the documents for verification.
 - k) Aadhaar Card

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You are requested to go through the above terms and conditions and In case you agree to take up this employment, kindly indicate your acceptance by signing and returning the duplicate copy.

Yours sincerely,

For Datafortune Software Solutions Pvt. Ltd.

Zafar Modak

HR Manager

I have read and understood thoroughly the rules of employment and the above terms of my appointment and I agree to accept the employment terms and conditions mentioned in the above letter. I hereby confirm having received my original copy of the employment agreement

Name: Rohit G. G. G.

Signature: Rohit G. G. G.

Date: 03/02/2020

Place: Pune

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Hyderabad - 500034, Andhra Pradesh, INDIA.
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Annexure: I

Name: Mr. Bhargav Guirish

Title: Software Engineer

Compensation Structure	Amount in INR	
	Per Annum	Per Month
BASE SALARY	130000	10833
A)	130000	10833
ALLOWANCES		
House Rent Allowance	65000	5417
Leave Travel Allowance	13000	1083
Attire Allowance	24000	2000
Telephone Allowance	24000	2000
Special Allowance	25320	2110
B)	151320	12610
OTHER BENEFITS		
GMC	4080	340
Food Coupons	24000	2000
C)	28080	2340
STATUTORY BENEFIT		
Employer PF contribution	15600	1300
D)	15600	1300
Fixed Cost to Company [CTC]	325000	27083
Performance based Variable Component (Yearly)	0	-

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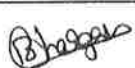
Academy of
Engineering

ANNEXURE – II

Application for Internship Program

Sr. No.	Particulars	
1	Name of the applicant (in bold letters)	BHARGAV GUIRISH
2	Gender	MALE
3	Class & School	FINAL YEAR (B2) SCET
4	Date of Birth & Age (as on date)	27 JANUARY 1998
5	Roll Number & PRN	0520180037 B291
6	Address for correspondence with mobile / telephone number and email-id	PREM SAI APPARTMENT, ALANDI - MOSHI Rd., ALANDI, PUNE 7575077625 bhalgav@mitaoe.ac.in
7	Name & address of the Institute / Industry	DATA FORTUNE, MAGARPATIA, PUNE
8	Core Domain of Institute / Industry	IT
9	Contact details Supervisor / HR Mobile / Telephone number and email-id	Mr. ZAFAR MODAK
10	Period of internship	3-6 weeks <input checked="" type="checkbox"/> 24-26 weeks
11	Total number of credits proposed to internship (if applicable)	

Signatures

	
Student	School Internship Coordinator
Approved by:	
Dean – School of <u>COMPUTER</u> Engineering	MIT AOE Seal
Date: 03/02/2020	

Fwd: Federal Bank: Campus Selections

1 message

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

Fri, Feb 25, 2022 at 3:49 P

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Wed, Feb 5, 2020 at 11:46 AM
 Subject: Federal Bank: Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Federal Bank has selected the following 8 students of MITAOE, from the campus recruitment process conducted at MIT on 21st January 2020:

No.	First Name	Middle Name	Last Name	Degree	Branch
1	Shubham	Tulshiram	Suryawanshi	B Tech	Computer Science
2	Abhay	Niresh	Gund	B Tech	Mechanical
3	Akash	Shamrao	Tapkir	B Tech	Mechanical
4	Rohit	Ganeshkumar	Kapgate	B Tech	Mechanical
5	Samiksha	Anandrao	Dhakate	B Tech	Mechanical
6	Sanket	Rajendra	Kale	B Tech	Mechanical
7	Sanket	Shahaji	Repale	B Tech	Mechanical
8	Shailesh	Dattatray	Gole	B Tech	Mechanical

Remuneration offered by the company is Rs. 4.16 lacs per annum CTC.

Forwarding herewith the formal mail communication received from the company for your reference.

Regards,

Anil Kumar Pacha
 Training & Placement

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

From: HR - TAD (Talent Acquisition) <careers@federalbank.co.in>
 Date: Tue, Feb 4, 2020 at 3:07 PM
 Subject: FW: Final Result
 To: HEMANT.MALI@MITWPU.EDU.IN <HEMANT.MALI@mitwpu.edu.in>

Dear Sir / Madam,

The following candidates from your college has been issued with provisional offer letter subject to other terms and conditions to be intimated to them separately.

85. comp

Infrasoft Technologies Limited
Corporate Office : 904, 9th Floor, Ackruti Star, Central Road,
MIDC Andheri (East), Mumbai - 400093.
Tel.: +91-22-6101 2200 Fax: +91-22-6101 2222
Email: corporate@infrasofttech.com, Website: www.infrasofttech.com
CIN : U72900MH1995PLC135094

InfrasoftTech
Fintech Digital Solutions

InfrasoftTech/Selection/19-20/150

February 06, 2020

Bhushan Prabhakar Dhande

Sub: Letter of Selection

Congratulations!!

With reference to the meeting we had regarding the career opportunity for you in InfrasoftTech Group, we take pleasure in confirming our offer to you as follows:

1. You will be designated as Trainee Associate Consultant at grade A and will be based at any of our development centers in India.
2. Your date of joining will be in the month of July / August 2020. You will be issued a formal offer on the day of joining the organization.
3. You shall be entitled to an all inclusive annual gross compensation of Rs. 350000/- (Rs. Three Lakh Fifty Thousand only) per annum. The compensation annexure will be issued to you on your joining.
4. You will be on probation for a period of six months and would be confirmed upon successful completion of your probation based on your performance.

Undertakings:

- A) You undertake that there are no claims of damages or legal actions of any nature instituted against you by any of your colleges graduated from / previous employers. Neither the colleges you have graduated from, nor your previous or current employer/s have instituted any action against you on account of any criminal activity, mis-appropriation of funds, operating in concert with competitors, undertaking dual profession, claims on loss or damage to company's property, harassment of co-workers etc. You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. You confirm that you have adequately declared any such information prior to you accepting this offer.
- B) You are required to undergo pre-employment health check-up prior to joining. In addition you confirm that you have adequately declared in writing any kind of a medical problem which you may have had in past or present prior to you accepting this offer.
- C) You undertake that you have not been involved with drug abuse or have not been suffering problems with alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior you accepting this offer.

This offer is valid, subject to:

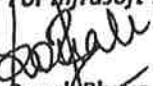
- a. No adverse change in business plans of the company.
- b. The above undertakings proven true on accepting the offer & during the tenure of your association with the company.
- c. All details furnished by you being proven true.

Kindly confirm your acceptance by signing the duplicate of this letter.

Thanking you,

Yours sincerely,

For **Infrasoft Technologies Limited**


Sonali Bhave

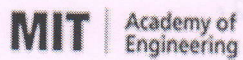
Global Head- Human Resources

PRIVATE & CONFIDENTIAL

5/9/22, 12:06 PM

MIT Academy Of Engineering Mail - Campus selection

86



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

Campus selection

1 message

roy mathew <mitaoeroy@gmail.com>

To: cmd@mitaoe.ac.in

Mon, Feb 10, 2020 at 9:21 PM

Rahul Agrawal has been selected at Atos syntel.

Date: 18/02/2020**Intent to Offer****Dear Jitendra Sanjiv Patil,**

Syntellect ID: ASBE2028991

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You should not have more than 1-year gap throughout your education
- c) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- d) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna

Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name :	Jitendra Sanjiv Patil	
Designation :	Associate Consultant	
Band & Grade :	AC-AC1	
Pay and Allowance	Monthly	Yearly
Basic Pay	10,033	120,400
House Rent Allowance	5,017	60,200
Special Allowance	4,830	57,960
City Allowance	1,003	12,040
Bonus	2,400	28,800
Co.'s Contribution to Provident Fund	1,800	21,600
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Sub Total – I (H)	27,933	335,200
Reimbursements and Other Benefits		
Leave Travel Assistance	400	4,800
Sub Total – II	400	4,800
Total Compensation	28,333	340,000

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

Fwd: Logic Monitor: Campus Selections

1 message

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

Fri, Feb 25, 2022 at 3:51 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Feb 28, 2020 at 4:58 PM
Subject: Logic Monitor: Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

LogicMonitor has selected the following students of MITAOE, from the campus recruitment process conducted on 25th February and final interviews conducted today:

1. Siddharth Kulkarni - BE Computer
2. Vikram Laxman Khare - BE Computer

Remuneration offered by the company is Rs. 7.16 lacs per annum CTC.

Forwarding herewith the formal confirmation mail received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Ankur Tewari <ankur.tewari@logicmonitor.com>
Date: Fri, Feb 28, 2020 at 4:15 PM
Subject: Final Shortlisted Students
To: Hemant Mali <hemant.mali@mitwpu.edu.in>

Below is the list of final selected students. We will roll out their offer letters by early next week. Please advise what will be their tentative start date which we will mention in offer letter.

GR No/ Roll No.	Name of the student	College Name	Email ID	Mobile Contact no	Branch
120160097	Siddharth Chandrakant Kulkarni	MIT	sckulkarni@mitaoe.ac.in	9822748357	Computer Science & Engineering
71700073H	Aditya Vishwas Bhairavkar	MIT	adityabh0007@gmail.com	8793334365	Computer Science & Engineering
3162043	Apoorva Shashikant Jadhav	MIT	apoorvajadhav98@gmail.com	9763453600	Computer Science & Engineering
3164063	Gurusidha Amogsidha Kore	MIT	gurusiddhakore@gmail.com	7770089301	Information Technology
S1032160156	Devadatta Shrihari Mandaogane	MIT	devadatta.m12@gmail.com	8390578439	Computer Science & Engineering
120160140	Vikram Laxman Kare	MIT	vlkare@mitaoe.ac.in	7559460485	Computer Science & Engineering
3172506	Harshada Pradip Wani	MIT	harshadawani06@gmail.com	9082450518	Computer Science & Engineering

Ankur Tewari | Talent Acquisition

Tel: +91-9284559343

Address: Pune, India

ankur.tewari@logicmonitor.com | www.logicmonitor.com



Fwd: Logic Monitor: Campus Selections

1 message

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

Fri, Feb 25, 2022 at 3:5

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Fri, Feb 28, 2020 at 4:58 PM
 Subject: Logic Monitor: Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

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 Training & Placement

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71700073H	Aditya Vishwas Bhairavkar	MIT	adityabh0007@gmail.com	8793334365	Computer Science & Engineerin
3162043	Apoorva Shashikant Jadhav	MIT	apoorvajadhav98@gmail.com	9763453600	Computer Science & Engineerin
3164063	Gurusidha Amogsidha Kore	MIT	gurusiddhakore@gmail.com	7770089301	Information Technology
S1032160156	Devadatta Shrihari Mandaogane	MIT	devadatta.m12@gmail.com	8390578439	Computer Science & Engineerin
120160140	Vikram Laxman Kare	MIT	vikare@mitaoe.ac.in	7559460485	Computer Science & Engineerin
3172506	Harshada Pradip Wani	MIT	harshadawani06@gmail.com	9082450518	Computer Science & Engineerin

Ankur Tewari | Talent Acquisition

Tel: +91-9284559343

Address: Pune, India

ankur.tewari@logicmonitor.com | www.logicmonitor.com



Contact

www.linkedin.com/in/jitupatil21
(LinkedIn)

Top Skills

SQL

Python

R

Languages

Hindi (Native or Bilingual)

Marathi (Native or Bilingual)

English (Full Professional)

Certifications

Tableau Consumer

Python 3 Programming
Specialization

Python Programming Fundamentals

Business Strategy Specialization

Market Research Specialization

Jitendra Patil

B.Tech graduate from MIT AOE, Pune. | Opportunistic & Quick learner
Pune

Experience

Capgemini

Software Engineer

February 2021 - Present (1 year 4 months)

Pune, Maharashtra, India

Education

MIT Academy of Engineering, Pune.

B.Tech, Computer Engineering. · (2016 - 2020)

Contact

rdagrawal@mitaoe.ac.in

www.linkedin.com/in/
rdagrawal7691 (LinkedIn)

Top Skills

Python (Programming Language)
Google Cloud Platform (GCP)
Microsoft SQL Server

Certifications

Architecting with Google Compute
Engine Specialization
Google Cloud Platform
Fundamentals: Core Infrastructure
How Getting Curious Helps You
Achieve Everything
Discovering Your Strengths
Python

Rahul Agrawal

Associate Software Engineer at LogicMonitor | BITS Pilani WILP
(MTech in Software Engineer)

Pune

Summary

Have basic knowledge of Kotlin, Dart used for android Development previously work on mobile app development using android studio for 6 months

I have basic understanding of C, CPP, Java, Python, Machine Learning Models.

Previously develop android application like messaging app, tik tac toe game and calculator using Java.

Recently created tiktok ui using flutter for both android and iOS.

Also develop machine learning models like "ai agent to play dino game" in chrome when system is not connected to internet.

Then created another project "automated essay grader" to calculate marks for brief questions.

Experience

LogicMonitor

Associate Software Engineer

December 2020 - Present (1 year 6 months)

Pune, Maharashtra, India

Monitoring unlocks new pathways to growth. At LogicMonitor, we expand what's possible for businesses like yours by advancing the technology behind them. LogicMonitor seamlessly monitors infrastructures, empowering companies to focus less on problem solving and more on evolution. We help you turn on a complete view in minutes, turn the dial from optimization to innovation and turn the corner from sight to vision. Join us in shaping the information revolution.

InsideSherpa

Software Engineer Intern

May 2020 - June 2020 (2 months)

Datafortune

Software Engineer Intern

February 2020 - June 2020 (5 months)

Pune Area, India

ESAMYAK SOFTWARE PVT LTD.

Software Engineer Intern

June 2019 - July 2019 (2 months)

Mumbai Area, India

Education

BITS Pilani Work Integrated Learning Programmes

Master of Technology - MTech, Computer Software Engineering · (January 2022 - January 2024)

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Computer Science · (2016 - 2020)

Offer Letter

Inbox



Capgemini

Capgemini 

Love your career.
 your career.



Most Ethical Company - Eight
times in a row



We're highly- rated on Glassdoor



Capgemini Research Institute
ranked #1



Our gender balance initiatives



Our global client stories

Dear Shweta Hirala,

We are pleased to extend to you an offer for the position of Analyst at Capgemini.

Not only did you crack your interview with us, you aced it! A trait we keenly look out for because, at Capgemini, we believe that passionate people are our Ace of Spades. People who ace at their field of expertise and give meaning to their passion.

Contact

patil28111998@gmail.com

www.linkedin.com/in/sukruta-patil-351290170 (LinkedIn)

Top Skills

C++

HTML

SQL

Sukruta Patil

Senior Analyst at Capgemini
Pune

Experience

Capgemini

Senior Analyst

December 2020 - Present (1 year 6 months)

Pune, Maharashtra, India

ArinSoftware

Intern

June 2019 - August 2019 (3 months)

Solapur Area, India

intern as a java front end developer on eclipse

Embedded Technosolutions - India

Intern

June 2018 - August 2018 (3 months)

Pune, Maharashtra, India

Projects are based on IOT with the help of arduino and raspberry pi

Education

MIT Academy of engineering, alandi, Pune

Bachelor of Technology - BTech, Computer Science · (2016 - 2020)

Selected students for NEXSUS Company.

1 message

roy mathew <mitaoeroy@gmail.com>

To: tp2020all@mitaoe.ac.in

Mon, Jun 8, 2020 at 11:46 AM

Please find below students selected for Nexsus

Sr.No	Candidate Name	Contact Number	Final HR interview Feedback
1	Pratibha Giridhar Khandagale	8055905658	Selected
2	Priyanka Dilip Kshirsagar	7276252677	Selected

All the best!!!!

HR/202012/51

Date: 01/12/2020

Priyanka Kshirsagar

Pune

Contract & Employment - Offer Letter

Dear Priyanka,

With reference to the interviews in our organization and the subsequent discussions, we are pleased to appoint you as "Trainee-Engineer" Level 1 at IZealiant Technologies on the following terms and conditions.

1. You are appointed on a contract basis for the period of initial 6 months starting 1st December 2020. You will be paid Rs.18,000 /- as monthly fee during this contract period. This is conditional employment offer and will be confirmed as an employee post contract period based on your performance.
2. Your total gross salary will be decided and communicated post confirmation appraisal after completion of contract period.
3. All standard deductions and taxes are applicable as per company policies and regulations.
4. Your remuneration is strictly confidential and should not be divulged to anyone unless so directed by the management.
5. You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you by the Company or those in authority over you.
6. You will be required to abide by all prevailing norms, policies and procedures in the Company. Your notice period would be 90 days upon confirmation. The company has rights to modify employment terms and will override offer letter terms as directed by organization.

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Aviabird Technologies: Campus selection_ 2020 batch

1 message

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

Fri, Feb 25, 2022 at 3:54 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Tue, Aug 18, 2020 at 3:42 PM
Subject: Aviabird Technologies: Campus selection_ 2020 batch
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Aviabird Technologies has selected one student of MITAOE - Rushikesh Bhadage, BE Computer 2020 batch, from the campus recruitment process conducted by MIT. Remuneration offered by the company is Rs. 2.50 Lacs per annum CTC.

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

Regards,

Anil Kumar Pacha
Training & Placement

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

From: **Mohammed Izzuddin Shaikh** <admin@aviabird.com>
Date: Tue, Aug 18, 2020 at 8:01 AM
Subject: Re: MIT, Pune: List of interested students for Aviabird_ 2020 batch
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Dr.Hemant,

Hope you're safe and doing well,

We had a great run conducting the interview rounds for the shortlisted candidates, we found one candidate who did well in all the interview rounds of the process. We have offered him direct placement with 2 months probationary period.

Candidate Name: Rushikesh Satish Bhadage
College - MIT-AOE
Roll No. 0120160277

We will be interested in future placements as well and looking forward to having good talent start their career with us.

Stay Safe & Take Care!
Thanks & Regards,
Mohammed Izzuddin
Head - Human Resources

AviaHire

Your Complete Hiring Solutions.

Aviabird Technologies Private Limited – Pune, India

Cell: +91 7767916646 | E-mail: izzuddin@aviahire.com | Skype: [izzuddin@aviahire.com](https://www.skype.com/people/izzuddin/aviahire.com)

Find out more: www.Aviahire.com | [LinkedIn](#) | [Facebook](#) | www.Aviabird.com

Kantar Offer - Global Delivery Center



Inbox



GR, Nagashri (AQ BGL) 29/08/2020

to ✓



Dear Candidate,

Congratulations!!!

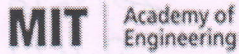
We are pleased to confirm that you have been selected for the Analyst position at Kantar's Global Delivery Center at Pune.

We believe that your knowledge and skills would be an ideal fit for our Project Management team. We hope you will enjoy your role and make a significant contribution to the overall success of Kantar's Global Delivery Center.

Please fill up the mandatory details in the LINK(Candidate Information), and also send the following documents to Anirban.Chowdhury@kantar.com, Sudarshan.Pandikonda@kantar.com & Pratik.Bedarkar@kantar.com at the earliest, for us to release your Offer Letter.

- Aadhar card
- Pan card
- Recent color passport size photograph with white background

Please connect with the above mentioned email id's for any queries.



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

Fwd: NOC for company

1 message

roy mathew <mitaoeroy@gmail.com>

Sat, Sep 12, 2020 at 2:15 PM

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

Warm Regards

Roy Mathew
Director - T & P
MIT AOE
Mobile -9822315308/7499109396

The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system.

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

From: **Shivangi Pandey** <slpandey@mitaoe.ac.in>

Date: Sat, Sep 12, 2020 at 1:33 PM

Subject: Re: NOC for company

To: roy mathew <mitaoeroy@gmail.com>

Company Name: BYJU'S
Name: Ms. Shivangi Pandey
Branch: Computer Final year

Please find a sample of NOC attached with this mail.

On Fri, 11 Sep 2020, 8:44 pm roy mathew, <mitaoeroy@gmail.com> wrote:
Give full details

On Fri, 11 Sep, 2020, 8:02 PM Shivangi Pandey, <slpandey@mitaoe.ac.in> wrote:
Respected sir, I need a NOC from college for my company on boarding.
Could you please provide me the same.

Shivangi Pandey
Btech final year (computer)
Prn: 0120160222

Contact

www.linkedin.com/in/jagath-sai-narayana-kakaraparthi (LinkedIn)

Top Skills

Python (Programming Language)
Programming
Engineering

Certifications

TCA-TIBCO Spotfire®
Data Analysis with Pandas and Python

Jagath Sai Narayana Kakaraparty

University at Buffalo graduate
Buffalo

Experience

TIBCO

Associate Support Engineer
September 2020 - January 2022 (1 year 5 months)
Pune, Maharashtra, India

iWork Technologies - IWORKTECH

Summer Intern
June 2019 - August 2019 (3 months)
India

Grateful to provide me an opportunity to work as an intern.

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Technology - BTech, Computer Science · (2016 - 2020)

University at Buffalo

Masters of Engineering Sciences, Data Science · (January 2022)

Contact

www.linkedin.com/in/jagath-sai-narayana-kakaraparthi (LinkedIn)

Top Skills

Python (Programming Language)
Programming
Engineering

Certifications

TCA-TIBCO Spotfire®
Data Analysis with Pandas and Python

Jagath Sai Narayana Kakaraparty

University at Buffalo graduate
Buffalo

Experience

TIBCO

Associate Support Engineer
September 2020 - January 2022 (1 year 5 months)
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iWork Technologies - IWORKTECH

Summer Intern
June 2019 - August 2019 (3 months)
India

Grateful to provide me an opportunity to work as an intern.

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Technology - BTech, Computer Science · (2016 - 2020)

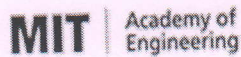
University at Buffalo

Masters of Engineering Sciences, Data Science · (January 2022)

5/9/22, 1:39 PM

MIT Academy Of Engineering Mail - Re: Regarding NOC from college

(101)



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

Re: Regarding NOC from college

2 messages

Sat, Oct 3, 2020 at 1:50 PM

roy mathew <mitaoeroy@gmail.com>

To: Rohit Chobhe <rkchobhe@mitaoe.ac.in>

Bcc: vssingh@admin.maepune.ac.in

Ok

On Sat, Oct 3, 2020, 1:28 PM Rohit Chobhe <rkchobhe@mitaoe.ac.in> wrote:

Dear Sir,
I am Rohit Kailas Chobhe student of Computer Science Btech 2016-2020 batch [PRN NO.0120160542]. I have applied for a position of Business Development Associate in BYJU's, after multiple rounds of interviews they have offered me a position. To get a joining letter I need NOC from college, to assure that I have completed my final examination and course with MITAOE successfully and college allows me to join organisation whenever required.

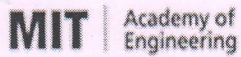
Thank you
Sincerely,
Rohit Chobhe.

Sat, Oct 3, 2020 at 3:52 PM

roy mathew <mitaoeroy@gmail.com>

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

[Quoted text hidden]



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

Fwd: No objection certificate

1 message

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

Thu, Oct 8, 2020 at 5:40 PM

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

From: **Sanket Athawale** <srathawale@mitaoe.ac.in>
Date: Thu, Oct 8, 2020, 3:12 PM
Subject: No objection certificate
To: <mitaoeroy@gmail.com>

Hello sir, this is Sanket Athawale, B.Tech from computer department. I have been selected in BYJU's and for the documentation process they are asking for an NOC certificate. please provide me with the same.

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Eaton Technologies: Campus selection

1 message

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

Mon, Feb 28, 2022 at 3:39 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Dec 11, 2020 at 1:44 PM
Subject: Eaton Technologies: Campus selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Eaton Technologies has selected one student of MITAOE - Swapnil Pathare, B Tech Computer (2020 passed out batch) from the campus recruitment. Remuneration offered by the company is Rs. 6.25 Lacs per annum CTC.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Thakur, Priya S <PriyaS@thakur@eaton.com>
Date: Thu, 10 Dec 2020 at 3:54 PM
Subject: RE: [EXTERNAL] Re: MIT, Pune: List of interested students for Eaton _2020 under-graduates
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Kulkarni, Seema <SeemaKulkarni@eaton.com>, MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, sspathare@mitaoe.ac.in

Hi Sir,

We are happy to announce the results of 2020 off campus batch hiring and below are the details.

Please share their acceptance status at the earliest. The joining date will be 21st Dec 2020

Education	Specialisation	Candidates	Institute	E-mail ID	Year	Joining Date
B.E / B.Tech	Computer	Swapnil Subhash Pathare	MITAOE	sspathare@mitaoe.ac.in	2020	21st Dec 2020

Regards,

Priya Thakur

University Relations Lead, Eaton
tel: 0206633 8202

priyasthakur@eaton.com

Fwd: Globant : Campus Selection

1 message

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

Mon, Feb 28, 2022 at 3:35 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Mon, Dec 28, 2020 at 3:26 PM
Subject: Globant : Campus Selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Globant has selected one student of MITAOE - Vaibhav Nikam (B Tech Computer, 2020 batch) from the recruitment process conducted on 24th December.

Remuneration offered by the company is Rs. 4.00 Lacs per annum CTC.

Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Aditya Thatte <aditya.thatte@globant.com>
Date: Fri, Dec 25, 2020 at 9:10 AM
Subject: Globant Freshers' Interview - List of selected candidate
To: <hemant.mali@mitwpu.edu.in>, <engg.placements@mitwpu.edu.in>

Hello Prof. Mali,

The following students are final select in the process that was conducted on 24th December 2020

Name	Email IDs	Contact Details	Institute	University
Vaibhav Nikam	vmnikam@mitaoe.ac.in	9665662099	MIT Academy of Engineering	MIT

Thanks and Regards
Aditya Thatte

The information contained in this e-mail may be confidential. It has been sent for the sole use of the intended recipient(s). If the reader of this message is not an intended recipient, you are hereby notified that any unauthorized review, use, disclosure, dissemination, distribution or copying of this communication, or any of its contents, is strictly prohibited. If you have received it by mistake please let us know by e-mail immediately and delete it from your system. Many thanks.

La información contenida en este mensaje puede ser confidencial. Ha sido enviada para el uso exclusivo del destinatario(s) previsto. Si el lector de este mensaje no fuera el destinatario previsto, por el presente queda Ud. notificado que cualquier lectura, uso, publicación, disseminación, distribución o copiado de esta comunicación o su contenido está estrictamente prohibido. En caso de que Ud. hubiera recibido este mensaje por error le agradeceremos notificarnos por e-mail inmediatamente y eliminarlo de su sistema. Muchas gracias.

Fwd: Logic Monitor : Campus selection 2020 batch

1 message

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

Fri, Mar 25, 2022 at 2:50 PM

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

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

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

Date: Mon, Feb 28, 2022 at 3:39 PM

Subject: Fwd: Logic Monitor : Campus selection

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

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

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

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

Date: Wed, Dec 16, 2020 at 11:33 AM

Subject: Logic Monitor : Campus selection

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

LogicMonitor has selected one student of MITAOE - **Pranay Patil**, (B Tech Computer Science, 2020 passed out batch) from the campus recruitment.

Remuneration offered by the company is Rs. 7.16 lacs per annum CTC.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: **Ankur Tewari** <ankur.tewari@logicmonitor.com>

Date: Tue, Dec 15, 2020 at 7:34 PM

Subject: Final Shortlisted candidates

To: Hemant Mali <hemant.mali@mitwpu.edu.in>, <anil.pacha@mitaoe.ac.in>, <engg.placements@mitwpu.edu.in>

Hello Hemant,

We have shortlisted **Pranay Patil** (Roll No. 0120160363) and will be proceeding with his final offer. Will keep you posted as and when any student is selected so you can block him for LogicMonitor.

Ankur Tewari | Talent Acquisition

Tel: +91-9284559343

Address: Pune, India

ankur.tewari@logicmonitor.com | www.logicmonitor.com





Connecticus
Connecting Minds

Connecticus Technologies Pvt Ltd
Office No. 503, 5th Floor,
Fortune Business Center,
Kaspate Vasti, Wakad,
Pune 411057

Phone : 91 9850061680
Email : connect@connecticus.in
Website : www.connecticus.in

Date: 13th Oct 2020

Offer Letter

Dear Prashant Walunj,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as a "Software Trainee Engineer" at Connecticus Technologies, Wakad, Pune. You are required to join on or before 19th Oct 2020. Your appointment will be on the following terms and conditions -

1. Your annual pay package is INR 2,40,000/-

Below are monthly salary components:

Basic	INR 8000
HRA	INR 4000
Special Allowance	INR 6200
EPF Employer Component	INR 1800
CTC/Month	INR 20000

2. You are required to sign a 'Non-Disclosure Agreement' with the company at the time of joining the Company. This is to ensure that all the proprietary information, documents, literatures , invention obtained / made during your tenure with the company , will not be utilized by you at any point of time to undermine the interest of the Company.

3. From the date of joining the services of the organization, you will be covered under one months notice period, as well as the Service Agreement. You would be governed by the service conditions prevailing at the time of joining.

Looking forward to having you with us.
For Connecticus Technologies Pvt Ltd.

Regards,


Rupali Deshmukh

Director – (Finance and Operations)
Connecticus Technologies

UNIKEN

Ref.No: UNIKEN/HR/OFFER/2020/08/2286

Dated: 09/08/2020

To,
Mr. Vishal Pawar

REG: Offer of appointment to the position of Quality Assurance Engineer

Dear Vishal,

UNIKEN was established in the year 2004, with a vision to build a world-class innovation-driven organization, whose primary goal is to create an ecosystem to breed innovative minds, and work on problems that impact human lives.

In our pursuit of achieving this goal, we are pleased to appoint you to the position of Linux Engineer in Uniken India Pvt. Ltd.

The role of Quality Assurance Engineer covers the following responsibilities:

- Write quality test cases and also explore the functionality of the application while identifying the key areas of business requirements
- Should find and write good defects in order to achieve the confidence of a developer by giving him a clear idea of that scenario by attaching appropriate artifacts like videos, screen image & requirement, etc...
- Communicate test progress, test results, and other relevant information to project/team leaders
- Create and execute test plans and scripts that will determine optimal application performance according to specifications
- Extending and maintaining the regression test suite which will define iteration wise scope. Henceforth, he/she shall be maintaining the datasheet to express the estimate of that release
- Conduct or coordinates root cause analysis and reliability testing to analyze and communicate results and recommendations.

We look forward to work closely with you and seek your professional contribution, which would go a long way in the journey of UNIKEN, both as an organization and as a profitable venture.

We will be offering you the remuneration that has been discussed between us and finalized upon. The details of your compensation and other benefits are attached as Annexure I to this letter.

For Uniken India Pvt. Ltd.

Mr. Prakash Salvi
Head-Human Resources

Annexure: 1

1. Compensation Structure:

PARTICULARS	Monthly	Annually
Basic Salary	10,667	1,28,000
House Rent Allowance	4,267	51,200
Leave Travel Allowance	3,000	36,000
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Uniform Allowance	1,000	12,000
Statutory Bonus	889	10,662
Special Allowance (Balancing Head)	2,995	35,938
Broadband Allowance	1,000	12,000
Gross Salary	26,667	3,20,000
Provident Fund(Employer Contribution)	1800	21600
Insurance : Medical & Accidental	341	4088
Net Salary	28,807	3,45,688

****Value of other Benefits:**

Particulars	Benefit Value
Medical Insurance	Rs. 2,00,000 (premium paid by company)
Accident & Disability Insurance	Rs. 5,00,000 (premium paid by company)
Long Term Sickness	100% of Basic Salary for 3 months
Referral Reward	As per the referral policy

Documents required on joining:

1. Photocopy of X, XII and graduation mark-sheets and certificates, photocopies should include both front and backside of certificate.
2. Photocopy of relieving letters of previous employer
3. Photocopy of experience documents of previous employer
4. Proof of identity: bring one of the following documents:
Photocopy of PAN card / passport/ driving license/ voter's identification card
5. Passport size, color photographs with a white background
6. Adhar Card copy



Other terms and conditions of the offer as given below:

1. Your Job location will be Pune. However you will be liable to be posted any other place in India or abroad in the interests of business. Your designation may be changed at the discretion of the company depending on the work assigned to you.
2. Your appointment is contingent upon satisfactory reference and background check including verification of your application materials, education and employment history.
3. It is your responsibility to notify any changes in your personal information within 3 working days. Information pertaining to Uniken operations and intellectual property is confidential and you will sign non-disclosure agreement.
4. Your individual remuneration is strictly between yourself and Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit and your experience. This information and any changes made therein should be treated as personal and confidential.
5. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is six months and may be extended at your manager's discretion. At any time during this probation period either you or the company may terminate your services by giving one months' notice or fix salary in lieu thereof. Post confirmation it is 3 months notice.
6. You or the company may terminate your services at any time by giving 30 days' notice or fix salary in lieu thereof during probation and 90 days post confirmation. In case the Employee decides to terminate his employment with the Company, all unvested options will be forfeited and returned to the company.
7. If you are absent for a continuous period of 7 days without leave or obtaining your managers approval, you will be deemed to have voluntarily terminated your service without notice.
8. In case of new employee relocation, if the employee resigns, or the employment is terminated for any reason within one year of his/her joining, the employee will be liable to pay relocation expenses to Uniken.
9. Upon your resignation or retirement from the company or termination of your services, you are required to return all assets and property of the company such as documents, I card, employee manuals, machines, data files and books etc.
10. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualification, salary and experience, the company may terminate your services without notice or compensation.
11. During your service with Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
12. You may be required to travel on Company work and you will be reimbursed expenses as per the Company policy.
13. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

OFFER ACCEPTANCE LETTER

Ref.No.: UNIKEN/HR/OFFER/2020/08/2286

Dated: 09/08/2020

To,
Uniken India Pvt. Ltd.
A-202, 2nd Floor, Teerth Technospace,
Survey no. 113,
Mumbai- Bangalore Highway,
Behind Mercedes Benz Showroom,
Baner, Pune 411045.

I agree to join Uniken as Quality Assurance Engineer. Following are my expected joining details:

Name : _____
Date of Acceptance of Offer : _____
Date of Joining : _____

Yours sincerely,

Name: Mr. Vishal Pawar

Date: __/__/____

108 -

Comp
comp

Fwd: Amdocs Off Campus interview_2020 batch selections

Vikas Singh <vssingh@mitae.ac.in>
To: Gangadhar Phad <gangadhar.phad@mitae.ac.in>

Tue, Mar 29, 2022 at 1:27 PM

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

From: Anil Kumar Pacha <anil.pacha@mitae.ac.in>
Date: Tue, Mar 29, 2022 at 12:46 PM
Subject: Fwd: Amdocs Off Campus interview_2020 batch selections
To: Vikas Singh <vssingh@mitae.ac.in>

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

From: Floria Joseph <Floria.Joseph@amdocs.com>
Date: Mon, Jan 25, 2021 at 4:49 PM
Subject: RE: Off Campus interview
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi Hemant,

Below candidates are final selected.

Kunal Umesh Lawangare
Virag Padmakar Shende

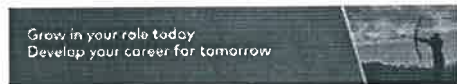
Thanks n' Regards,

Floria Joseph

Talent Acquisition – Campus

(Direct) | Mob-9763340528

Email Id | floria.joseph@amdocs.com

Type <http://mynextjob/> in your browser to explore open positions.

From: Floria Joseph
Sent: Wednesday, January 20, 2021 2:59 PM
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Subject: RE: Off Campus interview

Hi Hemant,

Below 2 candidates are final selected, thrie DOJ is confirm as 4th Feb 2021.

2800253	Gauri Anli Borse
---------	------------------

2800277

Dhanashree Keshao Parate

Also as discussed, Kindly confirm if the below candidates are available for interviews for Developer position.

2800326	Nikita Sanjay Birajdar	Female	23 Oct 1998	nsbirajdar@mitaoe.ac.in	9552494166
2800330	Minal Sambhaji Kamble	Female	05 Jun 1999	minal.kamble1999@gmail.com	9146990556
2800331	Nikita Sanjay Kadu	Female	01 Oct 1997	kadunikita121@gmail.com	7798941121
2800362	Archana Vinayak Nalnar	Female	04 Apr 1998	archananalnarn@gmail.com	7066331346
2800307	Pranali Pravin Jadhav	Female	18 Sep 1998	pranaj80@gmail.com	9673279214
2800356	Vaishnavi Vijay Raut	Female	21 Jul 1997	vaishnaviraut2124@gmail.com	8999234816
2800313	Sayli Narendra Bavdane	Female	28 Jul 1997	saylibavdane1997@gmail.com	8286468099
2800268	Shila Balasaheb Tolepatil	Female	12 Feb 1997	sbtolapatil@mitaoe.ac.in	7083544470
2800292	Sakshi Hitendra Bagul	Female	10 Dec 1998	sakshibagul123@gmail.com	7498286211
2800320	Pallavi Rajendra Pawara	Female	24 Mar 1997	pallavipawara523@gmail.com	9130836123
2800352	Manjusha Suresh Pawar	Female	13 Apr 1999	manju999pawar@gmail.com	9284037982
2800255	Apurva Avinash Borghare	Female	29 Sep 1998	apurvaborghare@gmail.com	9689612635
2800323	Rutuja Rajaram Pise	Female	26 Jun 1998	rutujapise26@gmail.com	7038235916
2800324	Akanksha Raju Kakade	Female	21 Sep 1998	arkakade@mitaoe.ac.in	9767128244
2800360	Aishwarya Sudhir Chatake	Female	14 Oct 1998	aschatake@mitaoe.ac.in	7066187277
2800250	Apeksha Atish Bansode	Female	15 Mar 1999	bansodeapeksha15@gmail.com	8605617840
2800318	Priyanka Purushottam Bhoge	Female	15 Feb 1998	ppbhoge@mitaoe.ac.in	9011464595
2800312	Nidhi Purushottam Patil	Female	12 Jan 1998	nidhip1298@gmail.com	9960198355
2800263	Bhagita Badrinath Rathod	Female	01 Jul 1997	rathodbhagita067@gmail.com	8459568249
2800278	Aishwarya Govind Nande	Female	22 Sep 1999	aishwaryanande55@gmail.com	7775933007
2800296	Tejal Nitin Zende	Female	17 Mar 1998	zendetejal17@gmail.com	9403387980
2800273	Pratibha Giridhar Khandagale	Female	15 Feb 1998	pgkhandagale@mitaoe.ac.in	8055905658
2800315	Payal Prakash Kulkarni	Female	17 Sep 1998	kulkarnipayal98@gmail.com	8308866885
2800344	Priyanka Shashikant Kawade	Female	20 Sep 1998	kawdepriya209@gmail.com	8237047550
2800291	Poonam Gajanan Wagavkar	Female	26 Jun 1998	wagavkarpoonam1998@gmail.com	9156696813
2800322	Aabha Ravindra Deshpande	Female	09 Sep 1998	deshpande.aabha18@gmail.com	7218915660

Thanks n' Regards,

Floria Joseph

Talent Acquisition - Campus

(Direct) | Mob-9763340528

Email Id | floria.joseph@amdocs.com





Type <http://mynextjob/> in your browser to explore open positions.



From: Floria Joseph
Sent: Friday, January 15, 2021 7:54 PM
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Subject: RE: Off Campus interview

Hi Hemant,

PFB the schedule.

Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Interview Date	Time
2800338	Harshada Ramesh Patil	Female	hrpatil@mitaoe.ac.in	8446134733	16th Jan	11-11:45am
2800253	Gauri Anil Borse	Female	gauriab199@gmail.com	7378325665	16th Jan	11-11:45am
2800287	Swarali Manoj Khandl	Female	kswarali05@gmail.com	9028272744	16th Jan	11:45-12:30pm
2800277	Dhanashree Keshao Parate	Female	dhanashreeparate2015@gmail.com	9657683824	16th Jan	11:45-12:30pm

Thanks n' Regards,

Floria Joseph
Talent Acquisition – Campus
(Direct) | Mob-9763340528
Email Id | floria.joseph@amdocs.com



Type <http://mynextjob/> in your browser to explore open positions.



From: Floria Joseph
Sent: Wednesday, January 13, 2021 9:06 PM
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Subject: Off Campus interview

Hi Hemant,

Below candidates are shortlisted for developer position.

PFB the JD.

We are looking at candidates having the below Skills:-

- Basic Understanding of HTML5, CSS, Java Script (React/Redux, Nodejs, Advance JavaScript, Typescript, Angular 2 is a plus).
- Basic Understanding of unit/integration/e2e testing.
- Basic knowledge of build tools/Jenkins, and source control (git/perforce)
- Good Communication Skills
- Should be ready to work in all phases of SDLC
- Must be ready to work in rotational shift
- Bachelor's degree in Science/IT/Computer Science/ECE/ENTC with 60% throughout education.

2800338	Harshada Ramesh Patil	Female
2800253	Gauri Anil Borse	Female
2800287	Swarali Manoj Khandi	Female
2800277	Dhanashree Keshao Parate	Female

Thanks n' Regards,

Floria Joseph

Talent Acquisition – Campus

(Direct) | Mob-9763340528

Email Id | floria.joseph@amdocs.com



Type <http://mynextjob/> in your browser to explore open positions.



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2 attachments



image017.png
17K



image022.jpg
6K

Fwd: Tripstack: Campus selections 2020 batch

1 message

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

Fri, Mar 25, 2022 at 2:46 PM

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

From: **Rupali Chauhan** <rupali.chauhan@tripstack.com>
Date: Wed, Mar 31, 2021 at 1:34 PM
Subject: Re: MIT, Pune: List of interested students_C# Developer (Batch 2020)
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>

Hello Everyone,

We are pleased to inform you that below students have been shortlisted and we will release the offer by next week.

- Pratik Meshram
- Akshay Umale

Kindly consider this as formal communication from our side.

Rupali Chauhan

Sr. HR Executive

a: Office # 103,
A3 Building, E-space IT park, Wadgaonsheri, Nagar Road Pune 411014



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Tripstack: Campus selections 2020 batch

1 message

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

Fri, Mar 25, 2022 at 2:46 PM

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

From: **Rupali Chauhan** <rupali.chauhan@tripstack.com>

Date: Wed, Mar 31, 2021 at 1:34 PM

Subject: Re: MIT, Pune: List of interested students_C# Developer (Batch 2020)

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>

Hello Everyone,

We are pleased to inform you that below students have been shortlisted and we will release the offer by next week.

- Pratik Meshram
- Akshay Umale

Kindly consider this as formal communication from our side.

Rupali Chauhan

Sr. HR Executive

a: Office # 103,

A3 Building, E-space IT park, Wadgaonsheri, Nagar Road Pune 411014

Fwd: Randstad India: campus Selections

1 message

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

Wed, Mar 2, 2022 at 3:21 PM

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

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

Date: Tue, Mar 30, 2021 at 11:31 AM

Subject: Randstad India: campus Selections

To: R Mathew <dlr.tnp@mitaoe.ac.in>

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Randstad Technologies India has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

1. Aditi Bhaskar Kadhao - B Tech - I.T
2. Amit Vijayrao Deshmukh - B Tech -Computer
3. Priyanka Dayanand Suryavanshi - B Tech - Mechanical
4. Zaid Asif Shaikh - B Tech - Mechanical

Remuneration offered by the company is Rs. 2.50 Lacs per annum CTC.
Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Divyesh Patil <divyesh.p@randstad.in>

Date: Fri, Mar 26, 2021 at 7:39 PM

Subject: Re: MIT Pune : List of interested students

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

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

Hi MIT-WPU and Mr. Hemant,

Glad to share the list of Selected students and are processed for further Background Verifications

Please tell them to keep the below **System Configuration laptop ready before 31st March 2021 for the offer to stand valid**

i5 processor
8GB RAM
Windows 10

S No	Candidate Name	College Name	Status
1	Aayesha Mahibooob Shaikh	MIT, Pune	Selected
2	Aditi Bhaskar Kadhao	MIT, Pune	Selected
3	Amit Vijayrao Deshmukh	MIT, Pune	Selected
4	Priyanka Dayanand Suryavanshi	MIT, Pune	Selected
5	Yash Shyam Agrawal	MIT, Pune	Selected
6	Zaid Asif Shaikh	MIT, Pune	Selected

Good to know you,

Divyesh Patil
City Sales Manager, Randstad Technologies | Mobile: +91 88280 94729
LinkedIn: <https://www.linkedin.com/in/divyeshpatil/>

Randstad India www.randstad.in
8th Amar Avinash Corporation, Bund Garden Road, Agarkar Nagar, Pune Maharashtra- 411001. INDIA

| experts
randstad technologies | powering
| technology

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Neeyamo || Final Selects Print 2019-20 Batch Selected Students

1 message

G.B.PHAD <gbphad@admin.maepune.ac.in>

Fri, Feb 25, 2022 at 3:57 PM

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

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, "Dr. Shitalkumar Jain Deputy Director CR" <deputydirector.cr@mitaoe.ac.in>

Dear Vikas,

Take a print out for NAAC Purpose

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

From: **Lumbini Meshram** <106381@neeyamo.com>

Date: Fri, Apr 2, 2021 at 7:13 PM

Subject: Neeyamo || Final Selects

To: G.B.PHAD <gbphad@admin.maepune.ac.in>

Greetings,

Please find the list of candidates attached below who are selected in our organization.

1. Khushabu Gujar — comp
2. Pritee Arerao — IT
3. Pranav Kumar — comp
4. Aayesha Shaikh
5. Sneha Jagtap — IT
6. Sanjeevani Pawar — comp
7. Megha Masuti
8. Tushar Tavate
9. Amit Deshmukh
10. Akshay Umale
11. Nikita Birajdar — comp
12. Rupali Taru

Thanks and Regards

Lumbini Meshram

Assistant Manager - Human Capital Management

M: 9075240798 / 7262060200

E: lumbini.meshram@neeyamo.com

Neeyamo

IT 05, 1st Floor, Qubix Business Park - SEZ

154/06, RGIP, Phase 1, Hinjewadi, Pune 411057

[in](#) [in](#) [in](#) [in](#) [in](#)

www.neeyamo.com

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2020 Batch

Computer & IT Branch



Neeeyamo Enterprise Solutions Pvt. Ltd.,
NTPL SEZ (Blueridge), IT 05, 1st Floor
S.No. 154/6, Phase I, Hinjewadi,
Pune 411057, India.
CIN - U72200TN2009PTC070707

Note 1:

** Excluding taxes (Professional Tax, Income Tax, etc.)

**** Gratuity is payable to employee on completion of 5 years service as per Payment of Gratuity Act, 1972

Note 2:

Our monthly payroll cycle is from 1st to last day of every month

You are asked to report for duty at the following address: Neeeyamo Enterprise Solutions, 1st floor, IT 5 building, M/S Flagship Infrastructure Pvt Ltd, SEZ, Survey no. 154/6, Rajiv Gandhi InfoTech Park, Hinjewadi, Phase 1, Pune-411057.

We count on you to take Neeeyamo to greater heights. Wish you the very best!

Warm Regards

For Neeeyamo Enterprise Solutions Pvt. Ltd.

Rupinder Kaur

Associate Director, Human Capital Management | Neeeyamo Enterprise Solutions

Annexure

Annexure 1: List of document copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other : Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving Liscence/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)

April 07, 2021

Dear Pranav Kumar,

SUB. : Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Implementation Consultant at our Pune office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on April 05, 2021 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

	Per Month	Per Annum
General components		
Basic	Rs. 6708	Rs. 80500
House Rent Allowance	Rs. 3354	Rs. 40250
Special Allowance	Rs. 6131	Rs. 73573
Total Gross Salary	Rs. 16193	Rs. 194323
Employer Contribution		
Provident Fund	Rs. 1541	Rs. 18489
Gratuity ****	Rs. 323	Rs. 3872
ESI	Rs. 527	Rs. 6316
Total Employer Contribution	Rs. 2391	Rs. 28677
Bonus		Rs. 7000
Annual Cost to Company (CTC)		Rs. 230000
Total CTC		Rs. 230000
Employee Deductions		
Provident Fund	Rs. 1541	Rs. 18489
ESI	Rs. 121	Rs. 1457
Total Net Salary **		Rs. 14531



Neeeyamo Enterprise Solutions Pvt. Ltd.,
NTPL SEZ (Blueridge), IT 05, 1st Floor
S.No. 154/6, Phase I, Hinjewadi,
Pune 411057, India.
CIN - U72200TN2009PTC070707

Note 1:

** Excluding taxes (Professional Tax, Income Tax, etc.)

**** Gratuity is payable to employee on completion of 5 years service as per Payment of Gratuity Act, 1972

Note 2:

Our monthly payroll cycle is from 1st to last day of every month

You are asked to report for duty at the following address: *Neeeyamo Enterprise Solutions, 1st floor, IT 5 building, M/S Flagship Infrastructure Pvt Ltd, SEZ, Survey no. 154/6, Rajiv Gandhi InfoTech Park, Hinjewadi, Phase 1, Pune-411057.*

We count on you to take Neeeyamo to greater heights. Wish you the very best!

Warm Regards
For Neeeyamo Enterprise Solutions Pvt. Ltd.

Rupinder Kaur
Associate Director, Human Capital Management | Neeeyamo Enterprise Solutions

Annexure

Annexure 1: List of document copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other : Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving Liscence/ Aadhar Card, etc.)
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14. Recent VISA (for NRI employee only)

April 07, 2021

Dear Khushabu Gujar,

SUB. : Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Implementation Consultant at our Pune office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on April 05, 2021 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Neeyamo || Final Selects Print 2019-20 Batch Selected Students

1 message

G.B.PHAD <gbphad@admin.maepune.ac.in>

Fri, Feb 25, 2022 at 3:57 PM

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

Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, "Dr. Shitalkumar Jain Deputy Director CR" <deputydirector.cr@mitaoe.ac.in>

Dear Vikas,

Take a print out for NAAC Purpose

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

From: Lumbini Meshram <106381@neeyamo.com>

Date: Fri, Apr 2, 2021 at 7:13 PM

Subject: Neeyamo || Final Selects

To: G.B.PHAD <gbphad@admin.maepune.ac.in>

Greetings,

Please find the list of candidates attached below who are selected in our organization.

1. Khushabu Gujar - comp
2. Pritee Arerao - IT
3. Pranav Kumar - comp
4. Aayesha Shaikh
5. Sneha Jagtap - IT
6. Sanjeevani Pawar - comp
7. Megha Masuti
8. Tushar Tavate
9. Amit Deshmukh
10. Akshay Umale
11. Nikita Birajdar - comp
12. Rupali Taru

Thanks and Regards

Lumbini Meshram

Assistant Manager - Human Capital Management

M: 9075240798 / 7262060200

E: lumbini.meshram@neeyamo.com

Neeyamo

IT 05, 1st Floor, Qubix Business Park - SEZ

154/06, RGIP, Phase 1, Hinjewadi, Pune 411057

www.neeyamo.com





Vikas Singh <vssingh@mitaoe.ac.in>

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Thanks and Regards

Lumbini Meshram

Assistant Manager - Human Capital Management

M: 9075240798 / 7262060200

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Vikas Singh <vssingh@mitaoe.ac.in>

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Thanks and Regards

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Assistant Manager - Human Capital Management

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Neeyamo

IT 05, 1st Floor, Qubix Business Park - SEZ

154/06, RGIP, Phase 1, Hlnjewadi, Pune 411057

www.neeyamo.com



OFFER LETTER

Private & Confidential

Ref:

Dated: 25th Aug, 2021

Mr. Sanketkumar Sunil Sathe

Address:

Plot No- 75, "SuvarnaChandra", Ganesh Nagar-1, Shahada, Dist- Nandurbar, Maharashtra, 425409

Dear Sanketkumar Sunil Sathe,

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 or before 1st Sep, 2021. Please arrive at 9:00 AM on your first day of Employment at the following location to complete Onboarding work and new hire orientation. Any change in the date of joining would be at the sole discretion of Company.

GalaxE Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore - 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC is Rs. 360,050/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). 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 18 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 18 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
- 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 employee 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 Galaxi 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 willfully 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

Galaxi 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 thereof.

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: Sanketkumar Sunil Sathe Designation: Associate Developer		Date of Joining: 1 st Sep, 2021 Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	24,750	297,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	14,400
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	360,050

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

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 (GalaxyE) 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 (GalaxyE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxy.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Photocopy of the offer letters, relieving letters/experience certificates from all your previous Organizations
- Two recent passport size photographs
- Passport
- Documents supporting existing previous visas & overseas travel



Offer Letter

- Latest 3 Salary Slips
- Bank statements for the last six months
- Latest Form 16

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 GalaxyE Solutions India Pvt. Ltd.

Sangeeta Bharat
Associate VP - Recruitment



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

Offer Salary Break Up - GalaxESolutions 2020- Batch -Computer

1 message

Corporate Relations Office MITAOE , Alandi <croffice@mitaoe.ac.in>
To: vssingh@admin.maepune.ac.in

Mon, Aug 23, 2021 at 4:34 PM

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

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

Date: Mon, 23 Aug 2021, 4:28 pm

Subject: Offer Salary Break Up - GalaxESolutions 2020- Batch -Computer

To: Rudragouda Patil <rgpatil@comp.mitaoe.ac.in>, <ndbhandare@mitaoe.ac.in>

Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>, Jayant Patkar <jrpatkar@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Corporate Relations Office MITAOE , Alandi <croffice@mitaoe.ac.in>

Hi Sanketkumar Sunil Sathe,

2020 Batch - Computer

This has reference to your job application with GalaxE.Solutions India Pvt Ltd. Congratulations on your selection, please find details as discussed:

	Monthly	Annual	Comments
Salary	24,750	297,000	
Food Coupons	750	9,000	
Company Contribution to PF	1,800	21,600	
Loyalty Bonus	--	14,400	Payable on completion of 12 months of employment with the company
Retirals	--	10,550	Gratuity
Medical Insurance	--	7,500	It is fixed for coverage upto 4 lakhs for Self
CTC	--	360,050	

Date of joining	1 st Sep, 2021
Designation	Associate Developer
Place of joining	Bangalore

You will be required to enter into a training contract with the company. The contract terms would include 18 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 18 months period.

Please confirm the acceptance before 24th Aug, 2021 EOD and do feel free to get back to us if you have any queries.

Note:

- This is a draft copy, kindly do not resign based on this.
- Please fill the attached pre joining application form and email us back. The form has guidelines on how to fill.
- Kindly submit a scanned copy of your passport.
- Kindly keep the compensation discussions confidential and do not copy / share this mail with anyone outside of this group.

Thanks

A member of the GalaxE Group

www.galaxe.com

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4 attachments

image001.png
9K



image001.png
9K



BreakUp.xlsx
11K



GLX_HRM_FRM_PrejoiningApplicationForm.docx
97K



Ref: eQTech/HR/2019-20
Date: 26 July 2019
CIN: "U72900PN1995PTC091806"

To,
Mr. Shubham Joshi
K 903, Tanish Orchid,
Charholi Bk,
Pune, 412105

Dear Shubham,

Further to our discussions regarding your career opportunities at eQ Technologic ("eQ"), we are pleased to offer you the position of **"Software Engineer"**. You will be part of the Implementation team

Our flagship product platform eQube®, is a highly scalable and feature rich enterprise software platform geared to address organization-wide Business Intelligence (BI) needs as well as the complex enterprise application data migration and integration (MI) needs.

eQube-BI is an open standard compliant, highly scalable, reporting, ad-hoc reporting, and BI / Analytics product. eQube-BI enables collaborative views of critical business process data for analytics, resulting in informed and timely decisions. eQube-BI has been very well received in the global PLM market place. Since its launch in the market, eQube-BI has allowed our customers to substantially leverage their investments in their PLM solutions.

eQube-MI addresses the complex data quality, data correction & repair, data migration & integration needs.

As a **Software Engineer**, your primary duties will be the development and support of various enterprise software products for the company's clients. We consider you to be an important member of Team-eQ and expect you to work closely with all eQ team members.

We are pleased to offer you an annual compensation package as follows:

#	Particulars	Amount
1	Basic Salary	₹ 1,08,000.00
2	Flexible Allowances	₹ 7,29,040.00
3	Company's contribution to Provident Fund	₹ 12,960.00
	Gross Compensation	₹ 8,50,000.00

eQ Technologic (India) Pvt. Ltd.

12th Floor, The Pavillion, Final Plot No.403 A/1, Senapati Bapat Road, Pune 411016, MH, India. Tel.+ 9120 6647 2900
Regd. Office: 4th Floor Beverly Estates, 188/5, Bhandarkar Road, Pune 411004 INDIA CIN: U72900PN1995PTC091806
www.1eQ.com



Other Benefits

- a) You would also be eligible to participate in the Company's Stock Option Plan and the variable compensation plan after the completion of the first anniversary at eQ Technologic. Please note, that these plans may evolve and / or change during 2019-20 as well as in the subsequent years.
- b) The company reviews and evaluates employee's performance on an annual basis at the end of the financial year. Employees joining during the year will be evaluated on their performance and will be financially appraised on completion for their first year. Employees who join between January to March, will be considered for increments at the end of next financial year.
- c) You would also be entitled to the following:
 - A holiday on your birthday
 - A birthday allowance reimbursement of up to ₹ 1,000/- based on food bills submitted
 - Group hospitalization insurance scheme for ₹ 1,00,000/= for yourself and up to five dependants
 - Life Insurance cover. The amount covered is equal to your current annual salary package
- d) Nominations for technical and professional development courses.

Notice period is one month from either the Company or yourself.

Please note that you will be on a probation period for 6 months from your date of joining. eQ Technologic may offer you permanent employment, after successful completion of your probation period. The offer for permanent employment will be purely based on the performance you exhibit during your probation period. All other terms and conditions of your employment with eQ Technologic will be in accordance with the Company's human resources policies.

eQ Technologic reserves the right to amend, modify or vary the above at any time in the future.

If you have any questions, you can contact Mr. Rustom Taraporevala @ 9822595521 or Mrs. Doreen D'souza @ 9822855925.

Yours sincerely,

Rustom Taraporevala
Director – Talent Management

eQ Technologic (India) Pvt. Ltd.

12th Floor, The Pavillion, Final Plot No.403 A/1, Senapati Bapat Road, Pune 411016, MH, India. Tel.+ 9120 6647 2900
Regd. Office: 4th Floor Beverly Estates, 188/5, Bhandarkar Road, Pune 411004 INDIA CIN: U72900PN1995PTC091806
www.1eQ.com



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 - A holiday on your birthday
 - A birthday allowance reimbursement of up to ₹ 1,000/- based on food bills submitted
 - Group hospitalization insurance scheme for ₹ 1,00,000/= for yourself and up to five dependants
 - Life Insurance cover. The amount covered is equal to your current annual salary package
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eQ Technologic reserves the right to amend, modify or vary the above at any time in the future.

If you have any questions, you can contact Mr. Rustom Taraporevala @ 9822595521 or Mrs. Doreen D'souza @ 9822855925.

Yours sincerely,

Rustom Taraporevala
Director – Talent Management

Offer Accepted .

Shubham Joshi
27/07/2019 .

eQ Technologic (India) Pvt. Ltd.



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: 159 Solutions - selections 2020 batch

1 message

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

Fri, Mar 25, 2022 at 2:59 PM

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

From: Ajari, Yashasvi <yashasvi.ajari@159solutions.com>
Date: Wed, Aug 14, 2019 at 4:03 PM
Subject: 159 Solutions - Shortlisted students list
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, anil.pacha@mitaoe.ac.in <anil.pacha@mitaoe.ac.in>
Cc: director.iac@mitpune.edu.in <director.iac@mitpune.edu.in>

Hi Team,

Please refer below the shortlisted students list,

1. Bela Bhate
2. Pooja Chandak
- ✓ 3. Mithin Jobannputtra
4. Rawal Pandey
5. Harshal Talele
6. Aditya Dhole
7. Riya Desai

We will keep the placement cell and the students posted with the further process.

Thank you for all the support on campus.

Regards,

Yashasvi Ajari

HR Business Partner, 159 Solutions Inc.

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analyzing patterns of network traffic and managing client relationships. For further information see: <https://www.iqvia.com/about-us/privacy/privacy-policy>. Thank you.



Mu Sigma

Mu Sigma - Offer of IntentDate: 26-Aug-19College: M.I.T., PuneDear Rushikesh Vyavahare

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

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

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

Sincerely,

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

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

Tel: +91 80 4054 9100 | Email : contactus@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of IntentDate: 26-Aug-19College: M. T. T. PuneDear Subhashree

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

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Sincerely,

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

S. Subhashree
PRN : 0120160526**Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bengaluru, Karnataka - KA - INDIA - 560066
Tel: +91 80 4054 9100 | Email : contactus@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of IntentDate: 26 - Aug - 19College: M.I.T., PuneDear Vishal Kumar Tiwari

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

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Sincerely,

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

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

Tel: +91 80 40549100 | Email: contactus@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Mu Sigma - Offer of Intent

Date: 26-Aug-19

College: M. I. T., Pune

Dear Adnan Mahsin Ali,

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

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Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd

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Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bengaluru, Karnataka - KA - INDIA - 560066
Tel: +91 80 4054 9100 | Email: contactus@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2020 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitaoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx

29K

Cognizant	First Name	Last Name	Primary Email Id	Primary Mobile No.	Current Degree	Current Stream	Current College Name
13781960	Rahul Rjesh	Singh	rrsingh@mitaoe.ac.in	7620685242	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781347	Misal Akash	Balasaheb	akash.misalm@mitaoe.ac.in	7875571844	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781947	Sophie	Mathews	sophiemathews@mitaoe.ac.in	8793259140	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781727	ANUBHAV DATTA	GUPTA	neelanu1702@gmail.com	8788226468	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781745	Khire Sarvesh	Mullind	sarveshkhire@gmail.com	9881135952	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781415	Gaurav Vijay	Bangad	gaurav.bangad99@gmail.com	8275937286	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781757	Jitesh Mahendra	Singhal	ssinghaljitesh@gmail.com	7021881909	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781767	Praharsha	Mahurkar	praharshapm@gmail.com	9552056200	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781421	TAGWALE ROHINI	VIKAS	rohivtagwale1998@gmail.com	7741098998	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781784	Joshi Shrivallabh	Makrand	shrivallabhjm@gmail.com	7249602533	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781789	Nemade Sushant	Shrikrishna	sushantnemade15@gmail.com	9766776633	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781797	Kakad Dnyaneshwari	Prataprao	dnyanukakad99@gmail.com	7066188546	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781804	Abhijit	Shelge	abhijitshelge@gmail.com	8888861584	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781815	GOPAL SHYAM	DHANRAJANI	gopal.dhanrajani@mitaoe.ac.in	9595739511	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781821	WALE LALIT	RAVINDRA	lalitwale100@gmail.com	8999313334	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781453	Umar	Warekar	umarwarekar@gmail.com	8149392271	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781457	SAILESH	SAHA	saileshsaha008@yahoo.com	8669869122	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781857	Subhadeep	Ghosh	subhadeep.ghosh.mit@gmail.com	9862448540	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781885	Harshita	Jain	hmjain@mitaoe.ac.in	9460405297	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781491	Sahil	Tah	sstah@mitaoe.ac.in	9420765700	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781913	Akshay	Ingle	asingle@mitaoe.ac.in	758086141	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781927	Mayuresh	Mohite	mymohite@mitaoe.ac.in	9595029729	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781997	Shaikh Jamir	Tolasha	jtshakht@mitaoe.ac.in	7972525783	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781556	Kumar	Anan	amkumar@mitaoe.ac.in	7057399072	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782025	Ravina Rohidas	Bhujbal	rrbhujbal@mitaoe.ac.in	7028190274	B.Tech/B.E.	Mechanical Engineering	MIT ACADEMY OF ENGINEERING ALANDI
13781587	Sneha	Ramakrishnan	sramakrishnan@mitaoe.ac.in	7769056367	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782068	GAURI SATISH	RENUSE	gaurenuse@gmail.com	7219222324	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781608	Nupoor	Bibawe	nupoor6499@gmail.com	7558690400	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782080	ROSHAN KUMAR	SINGH	roshansingh322014@gmail.com	7887509284	B.Tech/B.E.	Computer Engineering	MIT COLLEGE OF ENGINEERING, PUNE
13781620	Tejashri Bhavakana	Hebbalkar	tejashrihebbalkar@gmail.com	7083416499	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13685872	Malik Akash	Kiran	akashmalik67@gmail.com	88888315966	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781631	MEGHRAJ SANTOSH	SHIVALKAR	shivalkarmeghraj@gmail.com	7028318304	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13782120	PRATIK	THATTE	pratikthatte@outlook.com	7276267977	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781650	Pitay Amruta	Ravindra	amrutapitay05@gmail.com	9146187714	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782145	Joglekar Mugdha	Anand	mugdha.a.joglekar@gmail.com	9823116358	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781685	ANAGHA ARVIND	POTDAR	anaghapotdar1998@gmail.com	9923745281	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782177	Gaurav	Kulkarni	kulkarnigauravparag@gmail.com	7448001811	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781697	Saurabh Santosh	More	moresaurabh98@gmail.com	8669102946	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782208	vaibhav anirao	alone	vaibhav.alone14@gmail.com	7720934973	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781718	Pachkawade Nikhil	Vijay	pachkawaden@gmail.com	7276614612	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Technology
13781721	Aashita	Tandon	ashtandon19@gmail.com	7875360328	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781397	Limaye Pranav	Niteenchandra	pranavlimaye07@gmail.com	8380003303	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781748	Aakriti	Raina	aakriti.rainamit@gmail.com	9730670509	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781751	Dhruvane Ajinkya	Dattatraya	dhruvaneajinkya1998@gmail.com	9850030328	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781752	Havle Amol	Ashok	amolhavle14@gmail.com	9096428364	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781753	Dhumsheeti Anjali	Subhash	anjaliadhumsheeti9806@gmail.com	8668485494	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781759	Bhosale Mayur	Ujjwal	mayurbhosale.2014@gmail.com	8378828226	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781419	Punam Dipakchand	Bora	poonambora1104@gmail.com	9130105255	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781776	Ritujay Sanjay	Jadhav	ritujajadhav99@gmail.com	9834876635	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781777	SARODE ROHAN	CHANDRAKANT	rohansarode85@gmail.com	9860962385	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781422	Sagar Nana	Devare	sagardevare1010@gmail.com	8830386274	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781788	Shubhamkar Pradeep	Deshmukh	shubhamkar.deshmukhmit@gmail.com	9130732462	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology

13781429	Nikita anilkumar	bagde	nikita.bagde-581@gmail.com	9130497042	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
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13781851	CHIKHALE ROHIT	RAMESH	rohitchikhales@gmail.com	8197318799	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781886	Phirke Kirti	P	kpphirke@mitaoe.ac.in	7038659294	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781889	Chacharkar Nikhil	Tukadadas	ntchacharkar@mitaoe.ac.in	9049014975	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781490	Rushikesh Haridas	Kadam	rhkadam@mitaoe.ac.in	9075600540	B.Tech/B.E.	Computer Engineering	MIT Academy of Engineering, Alandi
13781504	Ashutosh	Kumar	ashutoshkumar@mitaoe.ac.in	8340795550	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology

13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	9158801972	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781973	RUSHIKESH HARIHAR	KASTURE	rkasture@mitaoe.ac.in	7559460294	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781541	Umang	Joshi	ujoshi@mitaoe.ac.in	7620874913	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	9545967537	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781991	Bhise Avadhut	Uttam	aubhise@mitaoe.ac.in	8888276247	B.Tech/B.E.	Mechanical Engineering	MIT Academy of Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782040	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781618	SUMEET	BHATNAGAR	SUMEETWORK00@GMAIL.COM	8793080774	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	8805558393	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	9130160001	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781679	Sudarshan Bhalchandra	Bhikane	bhikaneshudarshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781537	Ishant Himmatrao	Naik	ihnaik@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology

06-Dec-2019

Dear Rushikesh Harihar Kasture,
B.Tech/B.E., Information Technology
Maharashtra Institute of Technology



Candidate ID – 13781973

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Rushikesh Harihar Kasture

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

2020 Batch
IT - Branch

06-Dec-2019

Dear Nikhil Sariyot,
B.Tech/B.E., Information Technology
Maharashtra Institute of Technology



Candidate ID – 13781971

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Nikhil Sariyot

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
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	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
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- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

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Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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2020 Batch
IT - Branch

06-Dec-2019

Dear Umang Joshi,
B.Tech/B.E., Information Technology
Maharashtra Institute of Technology



Candidate ID – 13781541

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Past-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Umang Joshi

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @ 60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
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	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
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	Gratuity		5,986
	Annual Total Remuneration		401,986

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

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- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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2020 Batch
IT-Branch

06-Dec-2019

Dear Molang Siddharth Shantappa,
B.Tech/B.E., Information Technology
Maharashtra Institute of Technology



Candidate ID – 13781975

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Please note

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Malang Siddharth Shantappa

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
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IT Branch

2019-2020 Batch

127

06-Dec-2019

Dear Ishant Himmatrao Naik,
B.Tech/B.E., Information Technology
Maharashtra Institute of Technology



Candidate ID -- J3781537

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Ishant Himmatrao Naik

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

2020 Batch
IT - Branch

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch campus selections.

Password for the attached file: infosys\$123

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

From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

Infosys® image001.png
6K
Navigate your next

Final Offers College.xlsx
26K

CANDIDATE NAME	CANDIDATE EMAILID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pai	pmpai@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg
Jayesh Arvind Gupta	jagupta@mitaoe.ac.in	Mechanical Engineering
Prajakta Subhash Yadav	psyadav@mitaoe.ac.in	Computer Science Engineering
Pooja Sharad Jagtap	psjagtap@mitaoe.ac.in	Computer Science Engineering
Nikunj Narayan Ghurka	nngghurka@mitaoe.ac.in	Computer Science Engineering
Omkar Vishwanath Tatale	omkartatale18@gmail.com	Mechanical Engineering
Rutvij Ashok Wakalkar	rawakalkar@mitaoe.ac.in	Mechanical Engineering
Amol Ashok Havle	amolhavale14@gmail.com	Elec. and TeleComm. Engg
Pragati Kumar Borate	pkborate@mitaoe.ac.in	Elec. and TeleComm. Engg
Madhur Prashant Deokar	mdevkar01@gmail.com	Computer Science Engineering
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Shreyas Sanjay Vora	shreyascalix@gmail.com	Mechanical Engineering
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Himanshu Shankar Nawlani	himanshunawlani7@gmail.com	Petroleum Engineering
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Anchal Bharat Mahure	abmahure@mitaoe.ac.in	Chemical Engineering
Sanyukta Suhas Kasture	sanyukta.kasturemit@gmail.com	Petroleum Engineering
Sachin Shivaji Pawar	sachinsp_petro20@yahoo.com	Petroleum Engineering
Shreyas Sunil Varune	varuneshreyas1995@gmail.com	Computer Applications
Pramod Dattatray Torase	pramodtorase1997@gmail.com	Computer Science
Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi15@gmail.com	Mechanical Engineering

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch c
selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh411@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineer
at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

Infosys image001.png
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Final Offers College.xlsx
26K

Aysha Ahemad Ali Sayyed	ayshas0808@gmail.com	Elec. and TeleComm. Engg
Sarvesh Milind Khire	sarveshkhire@gmail.com	Computer Science Engineer
Prajakta Milind Ranade	prajaktar1998@gmail.com	Mechanical Engineering
Tejaswi Deepak Risal	tejaswidpisa1997@gmail.com	Computer Science Engineer
Hrshikesh Vitthal Khot	hrshikeshkhot33@gmail.com	Computer Science Engineer
Aadesh Rajesh Nirfarake	aadeshnirfarake@gmail.com	Computer Science Engineer
Sandesh Santosh Ghate	sandeshghate222@gmail.com	Elec. and TeleComm. Engg
Rohan Chandrakant Sarode	rohansarode85@gmail.com	Elec. and TeleComm. Engg
Shubham Dilip Patil	shubhampatil859@gmail.com	Elec. and TeleComm. Engg
Mugdha Anand Joglekar	mugdha.a.joglekar@gmail.com	Information Technology
Tanushree Sanjay Sonar	tanushreesanjaysonar@gmail.com	Mechanical Engineering
Ajinkya Mukund Pannase	ampannase@mitaoe.ac.in	Mechanical Engineering
Tanmay Dipak Kowgi	tanmay.kowlgimit@gmail.com	Mechanical Engineering
Atharva Manoj Desale	atharva.desale@gmail.com	Mechanical Engineering
Arunkumar Ranvijay Chauhan	arunkumarc709@gmail.com	Computer Science Engineer
Pranaatee Ravindra Shirsekar	pshirsekar2498@gmail.com	Mechanical Engineering
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Srushti Harishchandra Bhatkar	shbhatkar@mitaoe.ac.in	Elec. and TeleComm. Engg
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Bhagyashree Sharad Narawade	bhagyashreenarawade007@gmail.com	Mechanical Engineering
Pragati Gajanan Jawalkar	pragati Jawalkar18@gmail.com	Information Technology
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Nilkanth Vilas Jejurkar	nvjejurkar@mitaoe.ac.in	Mechanical Engineering
Juilee Ganesh Karlekar	juileekarlekar2015@gmail.com	Mathematics
Siddhi Balu Hagawane	siddhihagawane22@gmail.com	Computer Science Engineering
Madhusudan Shashikant Patil	madhusudan.patil@mitaoe.ac.in	Mechanical Engineering
Abhijit Vijay Patil	abhijitpatil@mitaoe.ac.in	Mechanical Engineering
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Gargeya Sandeep Bapat	garsbap11@gmail.com	Mechanical Engineering
Tanuja Sudhir Gangarde	tanu17.sgangarde@gmail.com	Computer Science Engineering



HIGHWAY TO EXCELLENCE

accenture technology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Arti Jaydipbhai Bhalodia

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Arti Jaydipbhai Bhalodia,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
 - **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort.
- Details of which are as under:
- Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Contact

www.linkedin.com/in/nikhilsariyot
(LinkedIn)

Top Skills

Python (Programming Language)
Machine Learning
Android Development

Languages

Marathi (Limited Working)
English (Professional Working)
Hindi (Native or Bilingual)
Gujarati (Limited Working)

Certifications

SQL : Learn SQL using MySQL and Database Design
EFSET English Certificate 71/100 (C2 Proficient)
Build Websites from Scratch with HTML & CSS

Honors-Awards

Smart India Hackathon 2019

Nikhil Sariyot

Programmer Analyst Trainee at Cognizant
Pune

Experience

Cognizant

1 year 6 months

Programmer Analyst

December 2021 - Present (6 months)

Programmer Analyst Trainee

December 2020 - November 2021 (1 year)

Pune, Maharashtra, India

Cognizant

Programmer Analyst Trainee

January 2020 - May 2020 (5 months)

Pune, Maharashtra, India

Education

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

Bachelor of Technology, Information Technology · (2016 - 2020)

Jawahar Navodaya Vidyalaya (JNV)

high school, Mathematics · (2011 - 2015)

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Persistent Systems: Campus Selection

1 message

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

Fri, Feb 25, 2022 at 3:30 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Mon, Sep 23, 2019 at 1:24 PM
Subject: Persistent Systems: Campus Selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Persistent Systems has selected the following three students of MITAOE from the recruitment process conducted on 19th September 2019 at MIT Campus:

1. Amit Mukati - BE I.T.
2. Rishav Mani Kumar - BE Computer
3. Srinivas Mahajan - BE I.T.

Remuneration offered by the company is Rs. 4.41 Lacs per annum CTC.

Forwarding herewith the formal confirmation mail received from the company in this regard.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Sudip Muley <sudip_muley@persistent.com>
Date: Mon, Sep 23, 2019 at 12:12 PM
Subject: Selection Letter >> Pool Campus Drive >> MIT >>
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Hello Hemant Sir,

As discussed with you PFA the list of select candidates eligible for base package and below are the names of candidates eligible for higher package interviews

We will shortly share the details of interviews for Package

College Name	Full Name (First name Last name)
--------------	----------------------------------

MIT	Akash Madhavai
MIT COE	Kshitij Deshpande
MIT COE	Mrunal Zambre
MIT College Of Engineering	Mrunali Lachake
MIT COE	Roshan Singh
MIT	Shirish Khairnar
MIT COE	Shraddha Jajoo
MIT AOE(Alandi)	Vishal Tiwari

Please note: **We need a joining confirmation from training and placement cell for selected students.**

Hemant sir, on behalf of Persistent campus team I thank you. Also pls extend our greetings to all the volunteers for the superb support.

Thanks & Regards,

Sudip Muley

Sudip Muley | Human Resources

sudip_muley@persistent.com | Tel: +91-020-67035731

Persistent Systems Ltd. | www.persistent.com

 Selection Letter_MIT_Pool Campus.pdf
115K

23rd Sep 2019

Kind Attn:

TPOs Training & Placement Office

We are pleased to inform that following students have been selected for base package for the Pool Campus drive held at, MIT Kothrud

College Name	Full Name (First name Last name)	CTC
MIT COE	Aadesh Nirfarake	4.41LPA
Government Polytechnic, Solapur.	Abhishek Muddhebiha	4.41LPA
MIT COE	Adinath Chaudhari	4.41LPA
MIT AOE(Alandi)	Amit Mukati	4.41LPA
MIT COE	Amit Singh	4.41LPA
MAEER'S MIT, Pune	Arbaz Shaikh	4.41LPA
Maharashtra Institute of Technology	Archit Saraswat	4.41LPA
MIT College of Engineering, Pune	Ashish Dungarwal	4.41LPA
MIT	Ashish Ranjan	4.41LPA
Maharashtra Institute of Technology, Pune	Ashutosh Kamat	4.41LPA
MIT COE	Atharva Deshpande	4.41LPA
Maharashtra Institute of Technology, Pune	Gaurav Deshpande	4.41LPA
MIT College of Engineering	Kunal Gadgil	4.41LPA
Maharashtra Institute of Technology, Pune	Mayuresh Joshi	4.41LPA
Maharashtra Institute of Technology	Megha Ghadage	4.41LPA
MIT	Neha Sawant	4.41LPA
MIT College Of Engineering	Omkar Sakhare	4.41LPA
Maharashtra Institute of Technology	Pratiksha Fedage	4.41LPA
MIT AOE(Alandi)	Rishav Kumar	4.41LPA
MIT COLLEGE OF ENGINEERING	Rishi Koul	4.41LPA
MIT College of Engineering	Sahil Waykole	4.41LPA
MIT COE	Sanket Nale	4.41LPA
MIT COE	Sanket Patil	4.41LPA
MIT COE	Sarvesh Bhosale	4.41LPA
MIT AOE(Alandi)	Shrinivas Mahajan	4.41LPA
MIT COE	Swapnaja Achintalwar	4.41LPA
Sanjivani Polytechnic	Varad Ahirwadkar	4.41LPA
MIT College Of Engineering, Pune	Vishal Mourya	4.41LPA

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Persistent Systems: Campus Selection

1 message

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

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We will shortly share the details of interviews for Package

College Name	Full Name (First name Last name)
--------------	----------------------------------

01-November-2019

To,
Mr. Tushar Bana
A3 – 602, Expat Genesis
Alandi Road
Pune – 412105

Offer Letter

Dear Tushar,

Pursuant to your application for employment with us, and the subsequent selection process, it gives us great pleasure to offer you employment as “Trainee Engineer” at grade “Trainee” with Xpanxion International Pvt. Ltd. (the “Company”). You are requested to join on or before 1-July-2020.

The terms and conditions of your employment will be as follows: -

1. Compensation

- a. Your consolidated Annual Cost to the Company will be as detailed in the Annexure A (the “Salary”) to this Offer Letter. Notwithstanding the contents of Annexure A, periodic increments to your Salary will be based upon your satisfactory and diligent discharge of duties and dedicated contribution towards the growth of the Company. Your performance will be subject to periodic review and appraisal. Periodic increments may be withheld at the discretion of the management, in case either your work / conduct is not found to be satisfactory.
- b. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to adjust the components of your Salary to ensure that the payments are made in compliance with such statutes.
- c. Your Salary is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- d. The Company may from time to time, deduct any statutory deduction or withhold tax as may be required by applicable law.

Xpanxion International Pvt. Ltd.,
Corporate Office Address: Server Space, 3rd & 4th Floor, A.G. Technology Park, Off ITI Road, Aundh, Pune
411067,

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

India Tel.: +91 20 4019 0500, +91 20 6629 0500 Fax: +91 20 4019 0699, +91 20 6629 0699
CIN: U72200KL1998PTC046707 Web: www.xpanxion.com E-mail: financeindia@xpanxion.com

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2. Hours of Work

- a. You will be required to work from 9:30 AM to 6:30 PM i.e. nine (9) hours per day from Monday to Friday. Further, depending on project/ work contingencies, work load and business requirements, at any given time you may be required to work outside these stated hours, including weekends.
- b. 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 any duty which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake these duties with due care and diligence.
- c. You agree to work at timings that overlap with the Company's client office timings in India or overseas.
- d. Expenses for any work related / official national and international trips shall be reimbursed by the Company in accordance with the applicable Company policy from time to time.

3. Leave Policy

- a. You will be entitled to paid leave as per the Company policy, as applicable from time to time. You shall be entitled to twenty-three (23) days paid leave per calendar year.
- b. Sanction of leave will depend upon the exigencies of work and shall be at the discretion of the management. For availing such leave, it shall be your duty to apply in advance in writing and seek prior permission for such leave. Similarly, for extension of leave, an application will have to be given in writing well before the expiry of a leave originally sanctioned. While submitting such application for leave, you will have to state the reason for such extension, along with your full address during the extended leave. Sanction of sick leave and resuming of duties again will be subject to submission of certificate from a registered medical practitioner. The sanction and availing of leave will be governed by the statutory requirements and leave policy framed by the management from time to time.

4. Condition for Valid Appointment

Your employment will be valid/ effective subject to fulfilling of following conditions:

- a) **Your probation period will be of 12 months from the date of joining. On satisfactory completion of the following, your employment will be deemed confirmed unless informed to you in writing.**
 - a. Upon Satisfactory performance during probation period.

- b) Your clearing of background verification checks, if any, conducted by the Company or its nominee and providing the true and correct documents as mentioned in Annexure B. You will be also required to furnish the original documents for verification by the Company.
- c) You being free from any obligation owed to a third party which might prevent you from joining the Company;
- a. Your joining the Company after seeking relieving letter/ acceptance of resignation from your current/previous employer. However, in case you are unable to present the relieving letter at the time of joining, the Company will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses and expenses that the Company may be required to pay as a result of not producing a valid letter unconditionally relieving you from the previous job.

This employment is offered to you on the basis of you having furnished the correct information regarding your past service and other records. If at any time it is revealed that false information is provided or pertinent information was withheld, the Company reserves the right to terminate this employment any time without notice and without assigning any compensation thereof. Additionally, in such an eventuality, the Company shall require you to refund the salary /Compensation paid including employee benefits availed amongst any other benefits, till such date.

5. Intellectual Property Rights

- a. For the purpose of this Offer Letter, the term "Proprietary Information" shall mean any and all confidential and proprietary knowledge, data, or information of Company whether in oral, written, graphic, or machine-readable form that shall not be required to be marked as confidential. By way of illustration but not limitation, "Proprietary Information" includes Company's and its clients' (a) trade secrets, inventions, mask works, ideas, processes, formulas, source and object codes, data, programs, know-how, improvements, discoveries, developments, designs, and techniques; (b) information regarding plans for research, development, new products, marketing and selling, business plans, budgets and unpublished financial statements, licenses, prices and costs, suppliers, and customers; (c) information regarding the skills and compensation of other employees of the Company; and (d) login and password information.
- b. You acknowledge that all Proprietary Information shall be the sole property of the Company and its assignees (or, in some cases, its clients, suppliers, or customers), and the Company and its assignees (or, in some cases, its clients, suppliers, or customers) shall be the sole owner of all patents, copyrights, trade secrets, processes, codes and all other intellectual property rights in connection therewith (collectively "Intellectual Property Rights"). The Company's (or, in some cases, its clients', suppliers', or customers') ownership includes any and all modifications, corrections, updates, changes, improvements, derivatives, and enhancements to the Proprietary Information and the Intellectual Property Rights therein.

- c. You hereby assign and transfer to the Company, your entire right, title, and interest, now or hereafter acquired, in and to all Proprietary Information and Intellectual Property Rights therein, discovered, originated, made or conceived, or learned by you either alone or jointly with others, during the period of your employment which result, directly or indirectly, from (i) the use of premises or equipment owned, leased, or contracted for by the Company or supplies or Proprietary Information of the Company, or (ii) work conducted on the time of the
- d. Company, or (iii) work performed for the Company. You understand and agree that the decision whether or not to commercialize or market any invention developed by you solely or jointly with others is within the Company's sole discretion and for the Company's sole benefit and that no royalty will be due to you as a result of the Company's efforts to commercialize or market any such invention. You hereby waive all moral rights which you may have or hereafter acquire in any Proprietary Information and any Intellectual Property Rights therein. You will, at the Company's request, promptly execute a written assignment of title to the Company for any Proprietary Information and Intellectual Property Rights therein, and a written waiver of all moral rights therein, and you will preserve all such Proprietary Information as confidential information of the Company.
- e. You agree to give the Company prompt written notice of your acquisition or creation of any Proprietary Information. You further agree as to all Proprietary Information, to assist the Company in every proper way (but at the Company's expense) to obtain and from time to time enforce patents, copyrights, mask works, and other rights and protections relating to inventions in any and all countries, and to that end agrees to execute all documents for use in applying for and obtaining such patents, copyrights, mask works, and other rights and protections on and enforcing inventions as the Company may desire, together with any assignments thereof to the Company or persons designated by it. Your obligations to assist the Company in obtaining and enforcing patents, copyrights, mask works, and other rights and protections relating to Proprietary Information in any and all countries shall continue beyond the termination of employment, but the Company shall compensate you at a rate determined in Company's reasonable discretion after such termination for time actually spent, at the Company's request, on such assistance. In the event the Company is unable, after reasonable effort, to secure signatures on any documents needed to effect any assignment hereunder or to apply for or prosecute any patent, copyright, mask work, or other right or protection relating to an invention, whether because of physical or mental incapacity or for any other reason whatsoever, you hereby irrevocably designate and appoint the Company and your duly authorized officers and agents as your agent and attorney-in-fact, to act for and in your behalf and stead, to execute and file any such application or applications and to do all other lawfully permitted acts to further the prosecution and issuance of patents, copyrights, mask works, or similar protections thereon with the same legal force and effect as if executed by you.

6. Consent Regarding Personal Data

- a. This clause relates to the Personal Data that you may be requested to provide in connection with your employment. Personal Data includes any information related to a natural person

Xpanxion International Pvt. Ltd.,
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411067,

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Kerala, India 682030.

India Tel.: +91 20 4019 0500, +91 20 6629 0500 Fax: +91 20 4019 0699, +91 20 6629 0699
CIN: U72200KL1998PTC046707 Web: www.xpanxion.com E-mail: financeindia@xpanxion.com
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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,

medical records and history, biometric information, any information or detail relating to previous employment details, educational qualifications and criminal record.

- b. You hereby understand and consent to allow the Company, without any reservations, to (i) collect any of your Personal Data or other data from your last employer or through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your employment with the Company or any matters arising from such employment, and (iii) sharing such data with any outside agencies or third parties including 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.
- c. You understand that you may withdraw the consent by informing in writing to Company's designated representative for this purpose. You also consent and accept that if such withdrawal of consent affects the purpose for which your Personal Data was sought, Company reserves the right to take steps as it deems appropriate. You understand that this consent is obtained by the Company to ensure compliance of The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 and any successor laws regarding the subject.

7. 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.

8. Retirement

The age of retirement from the Company shall be on attainment of 58 years. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the date of joining the Company. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

9. Termination

- a. The Company may terminate this employment by giving one (1) months' prior notice or salary in lieu thereof. You may decide to terminate the employment by giving the Company a written notice of at least two (2) months in advance of the intent to terminate the employment. You

may make an application to HR requesting a buyout of the notice period. If the request is approved by the management, you can be relieved earlier by paying the amount which may be equivalent of the gross salary for the duration of the notice period that is bought out. HR will intimate you about the amount payable in such cases

- b. If the Company or you have given notice of termination of your employment, the Company may direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or part of the Notice Period. You will be bound to follow all such directions issued by the Company.
- c. Notwithstanding anything contained anywhere else, your employment with the Company may be terminated without notice or without any salary in lieu thereof if, in the opinion of the Company, you, at any time:
 - i. do or cause to be done any act, deed, matter or thing adverse to the Company's interests;
 - ii. are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder or otherwise vested in you from time to time;
 - iii. have furnished information or made representations which are found to be incorrect or if any material information is detected by the Company to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions herein;
 - iv. are convicted of any criminal offense;
- d. In case you are found to be absconding without notice to the Company, for more than seven (7) days, the Company may initiate disciplinary proceedings against you which may lead up to termination of your employment.
- e. During the Notice Period, you will not be eligible for any leave. In case you avail leave, the Notice Period shall be extended to that effect and the calculation of working days shall be adjusted accordingly.
- f. Without prejudice to other remedies that may be available under the applicable laws, to the Company against You, in case of termination in accordance with this clause relating to termination, the Company shall not have any further liability to you other than for compensation, allowances and prerequisites that have accrued prior to the effective date of termination of employment.

10. Effect of Termination

Upon termination of your employment with the Company for any reason, you shall:

Xpanxion International Pvt. Ltd.,
Corporate Office Address: Server Space, 3rd & 4th Floor, A.G. Technology Park, Off ITI Road, Aundh, Pune 411067,

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

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- a. hand over charge to such person or persons as informed to you;
- b. surrender to HR representative or such specified person all of the Company's and its client's property including but not limited to any Proprietary Information, all hardware, software, documents, books, or any other articles of the Company and its client's and /or copies thereof belonging to the Company which, pursuant to your employment with the Company, may be

in your use, occupation, control or possession and must not retain any copies, extracts or reproductions of all or any part of that property or Confidential Information;

- c. You will continue to be bound by your obligations to the Company in relation to non-solicitation, confidentiality and intellectual property rights;
- d. You must not make any statements (whether oral or written) or do anything which might damage the reputation of the Company or interfere with the Company's relationship with its clients and customers.
- e. Without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.
- f. Service and Experience Certificate will be issued only if serve the applicable notice period.
- g. Compensation, incentives and any other dues shall not be paid if you do not serve the applicable notice period.

11. Indemnification

- a. You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect of terms and conditions of your employment.
- b. You agree that no representations or promises concerning the terms of employment have been made except as set forth in this letter, and that your employment with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Offer Letter.

12. Governing laws and dispute resolution

This Offer Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune, Maharashtra.

13. Other terms and conditions

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

Please return the duplicate of copy of this Offer Letter duly signed by you as your acceptance of the Offer Letter and terms and conditions mentioned above within 2 of receipt of this Offer Letter, failing which this Offer Letter stands cancelled.

We are excited to work with you and look forward to a mutually rewarding relationship.

Yours Sincerely,

For Xpanxion International Pvt. Ltd.



Naaz Mushrif
Director – Human Resource

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Offer Letter. It accurately reflects my understanding of the terms and conditions of my employment with the Company.

Name: _____
Signature: _____
Place: _____
Date: _____

ANNEXURE A

Your present salary and allowances are as follows:

Particulars	Monthly	Annual
Basic	15,000	180,000
House Rent Allowance	6,000	72,000
Leave Travel allowance	1,500	18,000
Education Allowance	200	2,400
*Meal Card	1,100	13,200
Professional Enrichment Allowance	7,500	90,000
*Training Allowance	2,500	30,000
Executive Allowance	8,898	106,779
*Medical Insurance	280	3,363
*Contribution to NPS	1,500	18,000
*Company Contribution to Provident Fund	1,800	21,600
*Contribution to Gratuity	722	8,658
*Monthly Performance Incentive	3,000	36,000
Monthly Cost to Company (INR)	50,000	600,000
Total Cost to Company (INR)		600,000

(In Words – Six Lakhs Only)

1. *Meal Card & Medical Insurance Premium will be deducted at actuals, as per the option chosen by the associate.

Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of-

- Option 1: Self Only -> Coverage ₹. 150,000/- -> Annual Premium ₹. 3,363/-
- Option 2: Unmarried Self + 2 Dependent Parents -> Coverage ₹. 150,000/- with Parental capping of ₹.75,000/- -> Annual Premium ₹. 8,260/-
- Option 3: Self + Spouse + kids (limited to first 2) -> Coverage ₹. 200,000/- -> Annual Premium ₹. 7,670/-
- Option 4: Self + Spouse + kids + Parents / in-laws (either set of parents) -> Coverage ₹. 300,000/- with Parental capping of ₹.150,000/- -> Annual Premium ₹. 17,157/-
- Option 5: Self + Spouse + kids (limited to first 2) -> Coverage ₹. 500,000/- -> Annual Premium ₹. 11,505/-

- Option 6: Self + Spouse + kids + Parents / in-laws (either set of parents) -> Coverage ₹. 500,000/- with Parental capping of ₹.250,000/- -> Annual Premium ₹. 27,470/-
- 2. *Eligibility for earning the Employer's contribution to **Provident Fund** is governed strictly as per the rules under The Employees 'Provident Fund & Miscellaneous Provisions Act, 1952
- 3. *Gratuity will be applicable as per the Gratuity Act 1972.
- 4. *Training Allowance will be tax free upon submission of valid proofs. It is provided to associate for expense incurred on professional training related to their job profile which also includes expense made on the purchase of books and periodicals related to their job profile but excludes the Certification Reimbursement given by Employer.
- 5. *Contribution to National Pension Scheme (NPS) will be as per scheme and based upon the option chosen by associate.
- 6. *Yearly Performance Incentive will be paid out as per eligibility and the associate being on the rolls of Xpanxion on 30th September for the period January to June and 31st March for the period July to December, as per company policy.
- 7. *The term "Monthly / Yearly Performance Incentive" means Bonus or any other term as construed or mentioned in 'Payment of Bonus Act' and is the statutory bonus payout for the purpose.
- 8. Additional Benefits & Information:
 - a. Group Term Life Insurance (GTLI) Coverage: You will be covered under the Companies Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit equivalent to your CTC to the beneficiary on the unfortunate demise of the associate.
 - b. Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of up to INR 500000 payable in case of permanent disablement arising out of any unfortunate incident.

*Premium will be borne by the Company for the above (5 (a) and (b)) mentioned benefits. Company holds the discretion to amend or withdraw the same.

The above salary package of **INR 6,00,000/- (INR Six Lakhs Only)** per annum will be subject to deduction of various Govt. Taxes/levies as Tax deducted at Source and other statutory deductions like P.F, Gratuity Contribution and advances, loans etc., if any, applicable from time to time

IT Branch
2020 Batch

135

MIT Academy of Engineering

Fwd: IBM India: Campus selections
1 message

Vikas Singh <vssingh@mitaoe.ac.in>

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

Fri, Feb 25, 2022 at 3:34 PM

Forwarded message
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Sep 27, 2019 at 10:59 AM
Subject: IBM India: Campus selections
To: R Muthu <dr.inp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

IBM India has selected the following two students of MITAOE, from the recruitment process conducted at MIT Campus on 23 & 24 September:

1. Subadha Dange - BE I.T
2. Tanmay Marie - BE Computer

Remuneration offered by the company is Rs. 4.50 lacs per annum

forwarding herewith the formal confirmation mail received from the company.

Regards,

Anil Kumar Pacha
Training & Placement

Forwarded message
From: Adyasha Sahu <adyasha.sahu@in.ibm.com>
Date: Thu, Sep 26, 2019 at 4:49 PM
Subject: "Confidential: Campus - IBM Shortlist for Associate System Engineer-MIT Pune"
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-IAC <director.iac@mitpune.edu.in>

DO YOUR BEST WORK EVER.

Dear Team,

We thank you for the support extended to the IBM Talent Acquisition team to ensure a smooth and seamless hiring process conducted between 23rd Sep'19 to 24th Sep'19 and to help make this event a success. Please find below the list of students from your 2020 batch who have been short-listed for the position of an Associate System Engineer at IBM India.

Please do reach out to us in case of any clarifications.

Thanks and Regards,

Adyasha Sahu
TAS-EPH Hiring
Contact Number: 8800356900
E-mail: adyasha.sahu@in.ibm.com

Follow IBM India Recruitment on social media. Stay Connected!



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MIT Pune.xlsx
16K



amdocs

Date: 27/9/2019

Mr./Ms. Chirag Soukamble

Employee ID - _____

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

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

Amdocs Development Centre India LLP

Registered Office: 6th Floor, Tower - 2, Cybercity, Magarpatta,
Hadapsar, Pune 411 013, Maharashtra, India
Tel: +91-20-40153000 Email: AmdocsIndia@amdocs.com
www.amdocs.com

2020-0-CAMP-T2-DVCI-P-N0039-1

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

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 27-09-2019

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

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

Thanks,

Signature: Chirag Sonkamble

Name : Chirag Sonkamble

Date: 27-09-2019

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 500,000.00 per annum (Indian Rupee Five Lakh Rupees Only)

#	Break-Up	INR per annum
1.	Basic Salary	200000.00
2.	House Rent Allowance	200000.00
3.	Leave Travel Allowance	76000.00
4.	Provident Fund (Employer Contribution)	24000.00
	Cost to Amdocs	500,000.00

Notes:

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

9. You may be eligible to an annual salary review starting **July 2021** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamkant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 27-09-2019

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

Thanks,

Signature: Chirag Sonkamble

Name : Chirag Sonkamble

Date: 27-09-2019



amdocs

Date: 27/9/2019

Mr./Ms. Mayur Masram

Employee ID - _____

College - MITAOE

Branch - IT

2020 B.Tech.

Subject: TERMS & CONDITIONS OF EMPLOYMENT

Dear,

Following our discussion, we are pleased to extend an offer of full-time employment position with **Amdocs Development Centre India LLP** (hereinafter referred to as "Amdocs"), beginning on **July, 2020** (or the amended date as will be communicated by Amdocs), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

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2. **Role:** Your role will be whole time **Software Engineering Associate** however; Amdocs has a right to vary your role, position and/or department from time to time, according to the needs of Amdocs.
3. **Remuneration:** The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. Amdocs shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
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5. **Place of Work:** The location of your employment will be the offices of Amdocs, **Pune, India**; however, Amdocs may require you to travel within India or overseas or may change the location of your employment, in accordance with Amdocs business needs.

Mayur Masram

Amdocs Development Centre India LLP

Registered Office: 6th Floor, Tower - 2, Cybercity, Magarpatta,
 Hadapsar, Pune 411 013. Maharashtra, India
 Tel: +91-20-40153000 Email: AmdocsIndia@amdocs.com
 www.amdocs.com

2020-0-CAMP-T2-DVCI-P-N0032-I

Remuneration Annexure

Confidential

Total Remuneration (on a Cost to Amdocs basis): INR 500,000.00 per annum (Indian Rupee Five Lakh Rupees Only)

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2.	House Rent Allowance	200000.00
3.	Leave Travel Allowance	76000.00
4.	Provident Fund (Employer Contribution)	24000.00
	Cost to Amdocs	500,000.00

Notes:

1. You will be entitled for leaves (e.g. annual leave and sick leave) as per the applicable Amdocs policy.
2. You will be covered under employee insurance schemes, if any as per the applicable Amdocs policy.
3. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of Amdocs and all other matters as governed by the applicable Amdocs policy.
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8. No previous employment with an entity which is part of Amdocs group shall count for continuity of service in relation to accumulation of social rights.

9. You may be eligible to an annual salary review starting **July 2021** any increments will be discretionary and subject to and on basis of your effective performance and Amdocs' business performance.

Sincerely,



Shyamakant Mishra,

Authorized Signatory

Amdocs Development Centre India LLP

Date: 28/09/2019

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

Thanks,

Signature: Mayur
Name : Mayur Masram

Date: 28/09/2019

Vignet IT Solutions Pvt. Ltd.



Building D, 5th Floor
West End III, Aundh, Pune-07
Ph. 020 69001936
www.vignetcorp.com
CIN: U72200PN2010PTC135447

Date: 15/10/2019

To: Tanmay Varade
Pune, India

Subject: Offer Letter

Dear Tanmay,

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

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

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

Your date of Joining is **15 June 2020**. Your reporting time is 11.00 am.

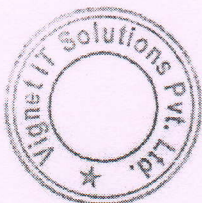
This offer is valid for a period of **2 days** from the date of issue.

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

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

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

For Vignet IT Solutions Pvt. Ltd.



Authorized Signatory
Vaishali Gandhi
VP Operations and HR

Vignet IT Solutions Pvt. Ltd.



Building D, 5th Floor
West End III, Aundh, Pune-07
Ph. 020 69001936
www.vignetcorp.com
CIN: U72200PN2010PTC135447

Date: 15/10/2019

To: Gauri Singh
Pune, India

Subject: Offer Letter

Dear Gauri,

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

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

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

Your date of Joining is **15 June 2020**. Your reporting time is 11.00 am.

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

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

For Vignet IT Solutions Pvt. Ltd.



Authorized Signatory
Vaishali Gandhi
VP Operations and HR

Vignet IT Solutions Pvt. Ltd.



Building D, 5th Floor
West End III, Aundh, Pune-07
Ph. 020 69001936
www.vignetcorp.com
CIN: U72200PN2010PTC135447

ACCEPTANCE OF OFFER:

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

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

I will join the duties of Vignet IT Solutions from _____.

Name: Gauri Singh

Signature:

Date: 15/10/2020

Date: October 22, 2019

Ref: LTI/HR/Campus/2020

Name: Shubham Rajendra Morankar

College: MIT Group of Colleges

OFFER OF EMPLOYMENT

Dear Shubham Rajendra Morankar,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,00,000/-** as per the details mentioned in '**Annexure-1**'.

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

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

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

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

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

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

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

 , 22/10/19 .

Signature and Date

ANNEXURE-1

Name	: Shubnam Rajendra Morankar	Date	: October 22, 2019
Salary Grade	: GET(II)		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		20,467	
A. Base Salary (PA)	425,602	35,466	
Annual Incentive	40,000		
B. Total Variable (PA)	40,000		
C. Total Target Cash (A+B)	465,602		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	4,140		
D. Retirals & Other Benefits	34,398		
Cost to Company (CTC) C+D	500,000		

The Group Medical Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Notes:

- Following are the components applicable to you under Bouquet of Benefits (BOB).

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	Less than 24 years	Less than 26 years
Academic Gap:	Academic Gap = 1 year (Maximum) from the date of the last exam cleared till the date of joining. For Diploma/after Graduation, the gap should be less than 1 year.	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	<p>NOTE:</p> <ul style="list-style-type: none"> SSC /-HSC should have cleared in 75% ATTENTION Re-exam (Supplementary or Improvement exams) given soon after the Main exam is NOT be considered For Diploma holders, the semester should have cleared in 75% ATTENTION only For candidates pursuing HSC and Diploma (both) marks scored in the Diploma course will be taken into consideration 	
Graduation, Post-Graduation Percentages/CGPA:	<p>Aggregate of all semesters AND all appeared subjects (respective of the University rule)</p> <p>(Provisional/Passing Certificate of all courses) must state First class</p>	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> No active/live backlogs allowed at the time of the interview process. Backlogs includes Re-attempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. This also includes Internal/External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course. Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared with the final semester examinations. 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2020 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness (in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

Self Declaration:

- I hereby declare that I meet ALL the eligibility criteria exactly as stated above.
- I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
- I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
- I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
- I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months.

(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature:

Shubham Rajendra Morankar

Name:

Shubham Rajendra Morankar

Mobile No:

7744932940

College Name:

MITAOE

Today's Date:

22/10/19

Date: October 22, 2019
Ref: LTI/HR/Campus/2020
Name: Mayur Satav
College: MIT Group of Colleges

OFFER OF EMPLOYMENT

Dear Mayur Satav,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,00,000/-** as per the details mentioned in '**Annexure-1**'.

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

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

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

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

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

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.
According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Mayur Satav		Date : October 22, 2019
Salary Grade : GET(II)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		20,467
A. Base Salary (PA)	425,602	35,466
Annual Incentive	40,000	
B. Total Variable (PA)	40,000	
C. Total Target Cash (A+B)	465,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	500,000	

Medical Insurance Premium:

The Group Mediciam Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap, allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No Year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC/HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)	
	Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process. • Backlogs includes Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam(Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared <u>with the final semester examinations</u> 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2020 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature: _____

Name: _____

Mobile No: _____

College Name : _____

Today's Date: _____

IT Department
2019-2020 Batch

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Internship Appointment Letter

Date: 5th December, '19

Dear Umang Joshi,

Subsequent to our meetings, and on behalf of **People Interactive (I) Pvt. Ltd.**, we are pleased to offer you the position of "**Junior Back-end Developer - Intern**" at our **Mumbai (Tardeo)** Office.

You will be paid an amount of **Rs. 20,000/-** per month.

The duration is from **6th January, '19** to **7th July, '19**. This can be extended by another one or two weeks based on the project roll out.

During this period at **People Interactive (I) Pvt Ltd**, you undertake to abide by all Company policies & regulations governing employee conduct and hereby confirm to be bound by them until the expiry of your internship period.

Any Company equipment issued to you, including electronic communication equipment is issued for the sole pursuit of Company business and in terms of policies governing such use.

We look forward to working with you and trust that your work experience with us would be enriching & valuable in your future endeavours.

Welcome Aboard!

For **People Interactive (I) Pvt Ltd.**


Authorised Signatory

This is a computer generated letter hence does not require signature
Film Centre Building, Ground Floor, 68 Tardeo Road, Tardeo Mumbai – 400034, India. Tel: +91-22-43517007

People Interactive (I) Pvt. Ltd.
2B (2) (II) Ground Floor, Film Center Building, 68, Tardeo Road,
Mumbai 400034, India. Tel: +91-22-4351 7007, Fax: +91-22-2351 7692

August, 2nd 2019

Offer Letter

Dear

Chandan Joshi

CrowdWorks Inc. is very pleased to offer you the position of Software Engineer. Please see below the Terms and Conditions regard the offer. We are looking forward to working with you in our team in Japan.

1. Effective date October 1st, 2020
2. Position Engineer
3. Office Yebisu Gardenplace 6th floor 4-20-3, Ebisu, Shibuya, Tokyo
4. Employment Permanent
5. Role
 - Develop new products
 - Research product sustainability from the engineering viewpoint
 - Monitor Development processes
 - Estimate development costs for web products
 - Catch up with the industry within both, Japanese and global market
6. Work hours 10:00-19:00 (1 hour lunch time)
7. Holidays 2 days off per week, Japanese national holidays, summer vacation, New Year's vacation, Compassionate leave, Maternity Leave
13 days of paid leave are applied from the effective date. (Renewed yearly)
8. Grade L2(S)
9. Salary

Gross salary: ¥ 4,5M/yearly (4375,000)

- Basic salary: ¥ 255,300

- Deemed overtime allowance: ¥ 119,700

*Salary includes a deemed overtime allowance of 45 hours of work calculated from the 1st to the end of the month. *Employees entered mid-month will have their salary adjusted accordingly.
(Working hours that exceeds the deemed overtime allowance will be calculated under the Japanese Labor Law)
10. Other benefits

Housing allowance ¥10,000/month (only for addresses within 3km)
Transportation fees are covered (Max. ¥25,000/month)
Side jobs are allowed.
International Relocation allowance and related benefits (*Details in the file attached)
11. Insurance Health insurance, employee's pension insurance, unemployment insurance, worker's compensation insurance
12. Probationary period 3 months (same salary as above)

*Additional information regarding your working conditions, grade, and salary is available in the attached document.

Date: Aug. 31 2019

Candidate

CrowdWorks, Inc.

(Additional Information)**1. Other Terms and Conditions**

1. Employee stock plan option (application needed in a formal contract)
2. Custom Computer
3. Dual screen upon request
4. Visa support

2. Wages (Grade)

1. Salaries are calculated, monthly, from the 1st to the end of the month.
*Employees entered mid-month will have their salary adjusted accordingly.
2. Payments are effectuated on the 25th of each month, via national bank accounts (CrowdWorks provides assistance to open a local bank account)
3. Performance Evaluations and pay adjustments take place twice/year (April and October).*
4. All Employees are evaluated by Grade/Rank basis as in the chart below*(Each grade varies in 20 ranks)
5. The salary varies based on your performance.

Grade	Annual Salary Range
SS	¥14.40M - ¥18.00M
S0	¥12.00M - ¥14.40M
M0	¥12.00M - ¥14.40M
S1	¥10.08M - ¥12.00M
M1	¥10.08M - ¥12.00M
S2	¥8.40M - ¥10.08M
M2	¥8.40M - ¥10.08M
S3	¥6.96M - ¥8.40M

Grade	Annual Salary Range
M3	¥6.96M - ¥8.40M
S4	¥5.76M - ¥6.96M
M4	¥5.76M - ¥6.96M
L1	¥5.04M - ¥5.76M
L2	¥4.32M - ¥5.04M
J1	¥3.84M - ¥4.32M
J2	¥3.36M - ¥3.84M
J3	¥2.88M - ¥3.36M

3. International Relocation

1. CrowdWorks provides flight ticket (one way) from your home country to Japan (Tokyo). all costs from the airport (NRT) to the accommodation are covered as well.
2. Any extra cost must be calculated based on the actual price (without any optional services).
3. At any other service needed, employees must use companies specified by CrowdWorks.
4. Relocation allowance of ~~¥100,000~~ ^{¥200,000} is provided to every employee contracted abroad, wired to the national account provided.
5. CrowdWorks will provide all support for all bureaucratic and administrative procedures such as: opening local bank accounts, issue the Residence Card, City office procedures, visa renewal, etc.
6. CrowdWorks will contact you to provide further details about your relocation.

4. National Accommodation

1. CrowdWorks provides national accommodations from 3 to 12 months from arrival
2. The monthly rent will be deducted from your salary.
3. Employees must find a residence and leave the accommodation within 12 months.
4. CrowdWorks will support with administrative procedures during the national relocation.
5. National relocation costs are not covered.

Disclaimer

* This offer letter shall take effect upon receipt from the Japanese Government of work and resident permission or renewal of that permission. *Any changes regarding labor terms and conditions requested after the sign date of this letter, will invalidate the other terms and conditions described.*CrowdWorks can cancel this offer letter in case of a hindrance and/or denial of the Visa.



Shubham Anand <smanand@mitaoe.ac.in>

Letter Of Intent - Shubham Anand

2 messages

Tiwari, Chitralekha (Gurugram) <chitralekha.tiwari@fiserv.com>
To: "smanand@mitaoe.ac.in" <smanand@mitaoe.ac.in>
Cc: "Bhattacharya, Anirban (Gurugram)" <anirban.bhattacharya@fiserv.com>

Tue, Dec 24, 2019 at 10:50 AM

Dear Shubham,

We are very excited about the future growth of our organization. As you look towards your future and contemplate new employment opportunities, we are pleased to extend this letter of intent ('LOI'), inviting you to become a part of our esteemed organization.

This LOI is extended based on your technical proficiency, qualification, skills, work related experience that you have declared to possess as per the information or documents furnished by you.

By accepting this LOI, you hereby authorize the Fiserv India Private Limited (hereinafter referred to as the 'Company') or any external agency instructed by the Company to verify your educational, employment antecedents, conduct or other particulars and make any other background checks prior to your date of joining the Company and/or signing of an 'Employment Agreement' or thereafter and waive your confidentiality, data protection or privacy rights, if any, to the extent mentioned in this LOI.

You are required to extend co-operation during such verification without any protest or demur.

In addition, as a pre-condition to your employment, you would be required to undergo drug test from any of our Company empaneled medical centers.

If any of the statements or particulars or documents furnished by you is found to be false, misleading, or unethical, or your drug test report comes out as positive, or you do not co-operate in such verification or testing, the Company would reserve the right to revoke this LOI or terminate your services with immediate effect without any notice or payment forthwith.

The acceptance of this letter of intent will not result in any contract or obligation or liability upon the Company. The 'Employment Offer' will be issued to you subject to receipt of satisfactory pre employment verification reports.

Employment Offer will detail the terms and conditions of your employment at Fiserv.

You are requested to help us expedite the process at the earliest along with your acceptance of this LOI.

Looking forward to your being a valuable member of the Fiserv family.

This LOI is confidential in nature and the contents of this LOI or any part thereof are to be kept in strict confidence by you.

Note:

Please share your acceptance within 24 hours of receipt of this letter. Please reach out to your SPOC/Recruiter for any further queries.

Chitrlekha Tiwari
Analyst, Talent Acquisition

Human Resources

Fiserv

www.fiserv.com

Join us @ Forum 2019

Office: +91-124-6406069 Ext: 71369

Let's connect: LinkedIn

FORTUNE Magazine **World's Most Admired Companies**® 2014 | 2015 | 2016 | 2017 | 2018 | 2019

Facebook: Like Fiserv • Twitter: Follow @Fiserv • LinkedIn: Connect Fiserv • Careers: Join Fiserv

Shubham Anand <smanand@mitaoe.ac.in>

Tue, Dec 24, 2019 at 12:31 PM

To: "Tiwari, Chitrlekha (Gurugram)" <chitrlekha.tiwari@fiserv.com>

Cc: "Bhattacharya, Anirban (Gurugram)" <anirban.bhattacharya@fiserv.com>

I accept the offer.

[Quoted text hidden]





Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Fiserv India : Campus Selections

1 message

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

Fri, Feb 25, 2022 at 3:4

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Tue, Dec 24, 2019 at 11:41 AM
Subject: Fiserv India : Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Fiserv India has selected the following students of MITAOE, from the campus recruitment process conducted at MIT on 20th December 2019 :

1. ~~Shubham Anand~~ - Information Technology
2. ~~Tanbir Waresi~~ - E & TC
3. ~~Yash Mangle~~ - E & TC
4. ~~Saloni Dave~~ - Information Technology

Remuneration offered by the company is Rs. 5.20 Lacs per annum.
Forwarding herewith the formal confirmation mail received from the company.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Sahu, Abhishek (Pune) <Sahu.Abhishek@fiserv.com>
Date: Tue, Dec 24, 2019 at 11:24 AM
Subject: RE: MIT Pune : Thank You!
To: Director IAC MIT Pune <director.iac@mitpune.edu.in>
Cc: anil.pacha@mitaoe.ac.in <anil.pacha@mitaoe.ac.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Team,

We would like to thank you for arranging the campus drive for Fiserv, we have shortlisted following students and they will join us next year after successfully completion of their degree.

Please note we have already shared the LOI's with the students on their respective Email Id's.



HunarPro
skilling

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Dear Sir,

It was a pleasure interviewing the students from MIT AOE, I am glad to inform you that we are satisfied with the process.

We have selected the following two candidates:

1. **Manish Gaykar (E&TC)**
2. **Nivedita Kumari (IT)**

We expect the candidates would enjoy working with us, the candidates are expected to join the in-office internship on **1st February 2020** before which they will complete the on boarding and orientation process as well as the college procedures.

The candidates will be scrutinized during the **5 months internship period** and based on **satisfactory performance** only, they will be awarded the placement offer. The stipend during the internship period will be **Rs 8000/month** (Rs 5000 Fixed + Rs 3000 Performance Based).

The package will be **Rs 2.4L CTC** on job confirmation.

We look forward for a long-term collaboration with MIT-AOE.

Thankyou!

Date :11/08/2020

To
Harsh Amin
(Code: CAN216501)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Software Engineer Trainee**. Your services are being deputed to **Volkswagen IT Services India Private Limited**. on the following terms and conditions:

- Your employment will be valid from **24/08/2020 To 23/08/2021** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 340,908.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

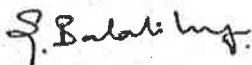
Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login.
A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Annexure I: Salary Breakup

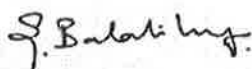
Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	6,000.00	72,000.00
Statutory Bonus	1,250.00	15,000.00
Other Allowance	1,823.00	21,876.00
Child Education Allowance	200.00	2,400.00
Telephone Reimbursement	1,000.00	12,000.00
Leave Travel Allowance	1,250.00	15,000.00
Gross Salary	26,523.00	318,276.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	28,409.00	340,908.00
Employee's Contribution to EPF	1,800.00	21,600.00
Net take home = (Gross salary- Total deduction)	24,723.00	296,676.00

"* PI is a part of Gross Salary which will vary from 0% to 150% in actual. Whereas 100% i.e. (34092) has been considered in CTC. Note – Bus, Canteen and Mobile deductions will be applicable based on the availing the facility and shall be deducted from your take home salary as applicable."

* Income tax, Professional tax and LWF as applicable will be deducted.

* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:24-Feb-2020

**Shweta Shashank Madge
C8567448**

**P-3, 5/6, Post Colony, Walchandnagar
9511260404**

Dear Shweta Shashank Madge,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

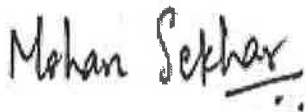
In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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



Technical Group India Pvt. Ltd.

Date: 26th November 2020

To,
Mr. Amol Garje,

Sub.: Offer Letter

Dear Amol,

Axis Technical Group India Pvt. Ltd. is pleased to extend you an offer as **Associate Software Engineer**. We strongly believe that your knowledge and expertise will be a great asset to the company.

We are happy to offer you an annual salary package of Rs. 3,78,900/- which consists of following components –

1. Grade Pay of Rs. 1,60,500/- per annum. This is a fixed component paid monthly. This component includes Basic Pay and other components like Provident Fund etc.
2. Department Pay – Department Performance linked pay of Rs. 1,09,140/- per annum. This is a fixed component paid monthly.
3. Equipped-ness Pay and Delta Pay (EQD Pay) – An amount of Rs. 80,250/- per annum is linked to your equipped-ness level (within the said grade and designation) and delta level. Both these equipped-ness level and delta level will be evaluated half yearly.
4. Advance Retention Pay – Reward of Rs. 29,010/- per annum, for your association with the company. The amount will be paid monthly as an advance. In case your employment with the company ends before the end of the appraisal period, the amount so paid till the date of separation will be deducted from your final settlement amount.

To accept this offer please sign and date at the bottom of this page indicating your acceptance of this appointment. Should you have any questions regarding the appointment, please feel free to contact Ms. Neha Gupta (Sr. HR and Hiring Executive). We look forward to your response.

Sincerely Yours,

For Axis Technical Group India (P) Ltd

Mrs. Naphade

Jhanhavi Naphade
Operations Manager



Agreed and Accepted

Amol Garje

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Logic Monitor: Additional campus selection

1 message

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

Mon, Feb 28, 2022 at 3:38 PM

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

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Mon, Dec 21, 2020 at 1:01 PM
Subject: Logic Monitor: Additional campus selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

LogicMonitor has selected one more student of MITAOE - Prashik Athawale, (B Tech, Information Technology 2020 passed out batch) from the campus recruitment process.

Remuneration offered is Rs. 7.16 per annum CTC.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: **Ankur Tewari** <ankur.tewari@logicmonitor.com>
Date: Mon, Dec 21, 2020 at 12:05 PM
Subject: Re: Final Shortlisted candidates
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, <anil.pacha@mitaoe.ac.in>, <engg.placements@mitwpu.edu.in>

Hello Hemant,

Prashik Athawale (Roll No. 120160250) is also selected and offered.
Also as discussed, I will be sharing Registration form for development positions.

On Thu, Dec 17, 2020 at 5:01 PM Ankur Tewari <ankur.tewari@logicmonitor.com> wrote:
Hello Hemant,

We have also selected Dhanraj Vijay Jamdade (Roll No. 3162049) and will be proceeding with the final offer.
Both Pranay and Dhanraj are scheduled to join us on 22nd Dec 2020.

On Tue, Dec 15, 2020 at 7:34 PM Ankur Tewari <ankur.tewari@logicmonitor.com> wrote:
Hello Hemant,

We have shortlisted Pranay Patil (Roll No. 0120160363) and will be proceeding with his final offer.
Will keep you posted as and when any student is selected so you can block him for LogicMonitor.

Ankur Tewari Talent Acquisition

Tel: +91-9284559343

Address: Pune, India

ankur.tewari@logicmonitor.com | www.logicmonitor.com



Fwd: Randstad India: campus Selections

1 message

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

Wed, Mar 2, 2022 at 3:21 I

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Tue, Mar 30, 2021 at 11:31 AM
 Subject: Randstad India: campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Randstad Technologies India has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

1. Aditi Bhaskar Kadhao - B Tech - I.T
2. Amit Vijayrao Deshmukh - B Tech - Computer
3. Priyanka Dayanand Suryavanshi - B Tech - Mechanical
4. Zaid Asif Shaikh - B Tech - Mechanical

Remuneration offered by the company is Rs. 2.50 Lacs per annum CTC.
 Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha
 Training & Placement

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

From: Divyesh Patil <divyesh.p@randstad.in>
 Date: Fri, Mar 26, 2021 at 7:39 PM
 Subject: Re: MIT Pune : List of interested students
 To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
 Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi MIT-WPU and Mr. Hemant,

Glad to share the list of Selected students and are processed for further Background Verifications

Please tell them to keep the below System Configuration laptop ready before 31st March 2021 for the offer to stand valid

i5 processor
 8GB RAM
 Windows 10

S No	Candidate Name	College Name	Status
1	Aayesha Mahibooob Shaikh	MIT, Pune	Selected
2	Aditi Bhaskar Kadhao	MIT, Pune	Selected
3	Amit Vijayrao Deshmukh	MIT, Pune	Selected
4	Priyanka Dayanand Suryavanshi	MIT, Pune	Selected
5	Yesh Shyam Agrawal	MIT, Pune	Selected
6	Zaid Asif Shaikh	MIT, Pune	Selected

Good to know you,

Divyesh Patil
 City Sales Manager, Randstad Technologies | Mobile: +91 88280 94729
 LinkedIn: <https://www.linkedin.com/in/divyeshpatil/>

Randstad India www.randstad.in
 8th Amar Avinash Corporation, Bund Garden Road, Agarkar Nagar, Pune Maharashtra- 411001. INDIA

| experts
 randstad technologies | powering
 | technology



153

FIS Solutions Software (India) Private Limited
CIN: U72200DL2007PTC331316
Wing 4, Cluster D, Plot No.1, S.No. 77,
MIDC Knowledge Park, EON Kharadi,
Pune 411014, INDIA
Tel.: 020-6731 7000
www.fisglobal.com

JR0137902/P/SH/17-Mar-21

To:

**Mahakuji Savade,
Pune.**

Subject: Offer of Employment

Dear Mahakuji Savade,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

India Title	IT Trainee
Global Title	InP - IT Trainee
Location	Full time at Pune
Probation Period	Six Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	30 th March 2021

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 38,760
Performance Bonus	: Rs. 34,884
Total Compensation	: Rs. 500,000
Cost to Company	: Rs. 522,780

Quarterly Incentive Performance Plan payout will be as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048



FIS Solutions Software (India) Private Limited
CIN: U72200DL2007PTC331316
Wing 4, Cluster D, Plot No.1, S.No. 77,
MIDC Knowledge Park, EON Kharadi,
Pune 411014, INDIA
Tel.: 020-6731 7000
www.fisglobal.com

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

Amol Gupta
Regional TPO Lead – India & Philippines

*I, **Mahakuji Savade**, hereby agree to the terms and conditions stated above and will join on or before **30th March 2021**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

Sign:

Date:



FIS Solutions Software (India) Private Limited
 CIN: U72200DL2007PTC331316
 Wing 4, Cluster D, Plot No.1, S.No. 77,
 MIDC Knowledge Park, EON Kharadi,
 Pune 411014, INDIA
 Tel.: 020-6731 7000
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ANNEXURE – A

Name	Mahakuji Savade
Designation	IT Trainee

Compensation Breakup:

<u>ANNEXURE - Compensation and Benefits</u>		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	15,510	186,120
House Rent Allowance	7,755	93,060
Flexi Benefit Plan [^]	13,633	163,592
Employer's contribution to Provident Fund	1,862	22,344
BASE PAY (FIXED PAY)	38,760	465,116
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		500,000
<u>ANNUAL BENEFITS</u>		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	8,953	
Premium paid by the employer for Group Health Medical Insurance**	13,827	
COST TO COMPANY (CTC)		522,780
<p>* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.</p> <p>Taxes and other statutory deductions/payments as per applicable law.</p> <p>** To know your eligibilities for Group Health Medical Insurance, please refer to the policy</p> <p>**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.</p> <p>[^] Please refer to FBP Policy for details</p> <p>Your compensation can be restructured at any time protecting Total Compensation (TC)</p> <p>All salary components are governed by the company policies and statutory guidelines</p> <p>This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager</p>		

IT Department

2020 Batch

153

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Neeyamo || Final Selects Print 2019-20 Batch Selected Students

1 message

G.B.PHAD <gbphad@admin.maepune.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, "Dr. Shitalkumar Jain Deputy Director CR" <deputydirector.cr@mitaoe.ac.in>
Fri, Feb 25, 2022 at 3:57 PM

Dear Vikas,

Take a print out for NAAC Purpose

----- Forwarded message -----
From: Lumbini Meshram <106381@neeyamo.com>
Date: Fri, Apr 2, 2021 at 7:13 PM
Subject: Neeyamo || Final Selects
To: G.B.PHAD <gbphad@admin.maepune.ac.in>

Greetings,

Please find the list of candidates attached below who are selected in our organization.

1. Khushabu Gujar — comp
- * 2. Pritee Arerao — IT
3. Pranav Kumar — comp
4. Aayesha Shaikh
5. Sneha Jagtap — IT
6. Sanjeevani Pawar — comp
7. Megha Masuti
8. Tushar Tavate
9. Amit Deshmukh
10. Akshay Umale
11. Nikita Birajdar — comp
12. Rupali Taru

Thanks and Regards

Lumbini Meshram

Assistant Manager - Human Capital Management

M: 9075240798 / 7262060200

E: lumbini.meshram@neeyamo.com

Neeyamo

IT 05, 1st Floor, Qubix Business Park - SEZ

154/06, RGIP, Phase 1, Hinjewadi, Pune 411057

www.neeyamo.com

MIT Academy of Engineering

Vikas Singh <vssingh@mitao>

Fwd: Neeyamo || Final Selects Print 2019-20 Batch Selected Students

1 message

G.B.PHAD <gbphad@admin.maepune.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, "Dr. Shitalkumar Jai
Deputy Director CR" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3

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- * 5. Sneha Jagtap - IT
6. Sanjeevani Pawar - comp
7. Megha Masuti
8. Tushar Tavate
9. Amit Deshmukh
10. Akshay Umale
11. Nikita Birajdar - comp
12. Rupali Taru

Thanks and Regards

Lumbini Meshram
Assistant Manager - Human Capital Management

M: 9075240798 / 7262060200
E: lumbini.meshram@neeyamo.com

Neeyamo
IT 05, 1st Floor, Qubix Business Park - SEZ
154/06, RGIP, Phase 1, Hinjewadi, Pune 411057

www.neeyamo.com

in

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:16-Mar-2020

**Pooja Deepak Potdar
C8616435**

**Sr.no 211/a Gawali Nagar, BhosariPune-39
9139525260**

Dear Pooja Deepak Potdar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
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Maximum Annual Total earning potential (A+B)	4,15,500
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Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

2020 Batch
IT Branch

**Deloitte Consulting India Private Limited**

Crest, Portion of 1st Floor, Plot No.15,
Phase-IV, Udyog Vihar, Gurgaon,
Haryana - 122015

Tel: +91 0124 6292000
www.deloitte.com

11/09/2020

Mr. Sudhanshu Ranjan
Vill- Pathrahi, Po+Ps - Lesliganj
District - Palamu, Jharkhand,
Daltonganj - 822118

Subject: Offer of Employment

Dear Sudhanshu Ranjan:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Gurgaon**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 18, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs.6,00,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.100,000/-** subject to your reporting for full-time employment on **January 18, 2021**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an

Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 18, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

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

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

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

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

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Jeniffer Miriam Cynthia
81EFA0B6A494428...


Authorized Signatory

Mr. Sudhanshu Ranjan

Acceptance

I, **Sudhanshu Ranjan**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

A225C1944A174A5...

Signature

11/09/2020

Date

Annexure A

Mr. Sudhanshu Ranjan

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	2,10,000
House Rent Allowance (HRA)	8,750	1,05,000
Special Allowance ^{1a & 1b}	11,867	1,42,404
Leave Travel Allowance ²	1,750	21,000
Meal Card ³	2,200	26,400
Differential Allowance(L)	5,833	69,996
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	6,00,000
Variable Bonus*		
You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business		
Medical Insurance Premium ⁴	1,870	22,440

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Fwd: KPIT Technologies - Campus Selections

2 messages

R Mathew <dir.tnp@mitaoe.ac.in>
To: vssingh@admin.maepune.ac.in
Cc: ftpo@mitaoe.ac.in

Fri, Aug 30, 2019 at 3:41 PM

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

Fri, Feb 25, 2022 at 3:26 PM

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Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

[Quoted text hidden]

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Regards,

Anil Kumar Pacha
Training & Placement

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

From: Namrata Gaikwad <Namrata.Gaikwad@kpit.com>
Date: Fri, Aug 30, 2019 at 8:21 AM
Subject: RE: KPIT Technologies - Campus Recruitment Drive 2019 - 20
To: director.iac@mitpune.edu.in <director.iac@mitpune.edu.in>
Cc: Campus <Campus@kpit.com>

Hello Hemant Sir,

It was great interacting with you and students. We are pleased to share name of students shortlisted for KPIT through campus placement process.

Looking forward to see them join next year.

Source College	Institute ID Number	Name
MIT Group of Engineering Colleges	120160127	Ankit Manik Rodekar
MIT Group of Engineering Colleges	120160172	Omkar Jayendra Rane
MIT Group of Engineering Colleges	120160087	Akanksha Krishna Singh
MIT Group of Engineering Colleges	120160538	Namrata Sunil Kumar
MIT Group of Engineering Colleges	120160302	Srishti Ranba Kakade
MIT Group of Engineering Colleges	3163086	Sanket Rajesh Radkar
MIT Group of Engineering Colleges	4002	Rasika Shejul
MIT Group of Engineering Colleges	3163095	Ajay Vijay Shewale
MIT Group of Engineering Colleges	4038	Yamini Janardan Mehattar
MIT Group of Engineering Colleges	4038	Gauri Mahesh Kulkarni
MIT Group of Engineering Colleges	S1032160412	Chitrangada Jaisinh Nimbalkar
MIT Group of Engineering Colleges	4002	Rushikesh Shinde
MIT Group of Engineering Colleges	120160176	Abhishek Sunil Jain

Regards,

Namrata

From: Namrata Gaikwad

Sent: Wednesday, August 28, 2019 10:48 AM

To: director.iac@mitpune.edu.in; hemant.mali@mitcoe.edu.in

Cc: Campus

Subject: RE: KPIT Technologies - Campus Recruitment Drive 2019 - 20

Dear Hemant Sir,

Greeting from KPIT technologies Ltd!

Looking forward to me you and the students for campus recruitment. We will be reaching by campus at 8:30 am. Please find schedule for the day.

Time	Rounds
9am – 9:45am	Pre-Placement Talk
10am	1 st Round - Technical Interview
11am Onwards	2 nd Round - HR Round
Logistics Required	<ul style="list-style-type: none">6 Rooms for conducting InterviewsWifi Availability (do let us know in advance if Wifi is not available so that self-arrangements can be made)Blank papers in each room2 Placement coordinator

We will declare results at end of the day.

Kindly acknowledge this mail and do let us know in case of any query.

Regards,

Namrata Gaikwad

Executive – Campus Talent Acquisition, Education & Competency Development (ECoDe)

Phone: +91-20-6770-0000 | Ext-6795 | Mobile: 7219005085

KPIT | Follow us on LinkedIn

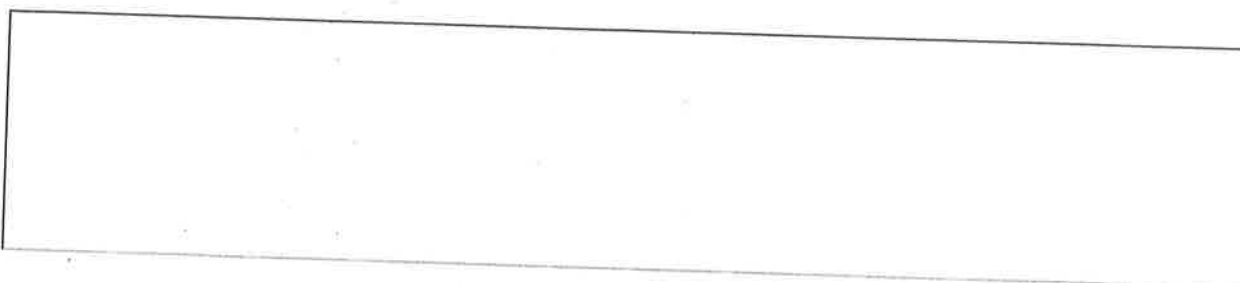
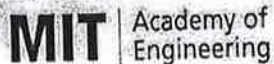




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Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: KPIT Technologies - Campus Selections

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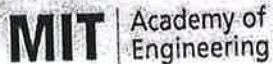
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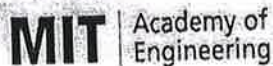
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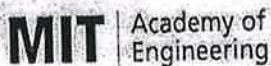
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Cc: Campus <Campus@kpit.com>



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: KPIT Technologies - Campus Selections

2 messages

Fri, Aug 30, 2019 at 3:41 PM

R Mathew <dir.tnp@mitaoe.ac.in>

To: vssingh@admin.maepune.ac.in

Cc: ftpo@mitaoe.ac.in

KPIT Technologies Ltd. has selected the following 7 students of MITAOE from the recruitment process conducted at MIT campus on 29th August 2019:

S No.	First Name	Middle Name	Last Name		Branch
1	Akanksha	Krishna	Singh	B.E.	E & TC
2	YAMINI	JANARDAN	MEHATTAR	B.E.	E & TC
3	Omkar	Jayendra	Rane	B.E.	E & TC
4	NAMRATA	SUNIL	KUMAR	B.E.	E & TC
5	ANKIT	MANIK	RODEKAR	B.E.	E & TC
6	Abhishek	Sunil	Jain	B.E.	E & TC
7	Srishti	Ranba	Kakade	B.E.	E & TC

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

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

Fri, Feb 25, 2022 at 3:26 PM

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

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

Date: Fri, Aug 30, 2019 at 2:23 PM

Subject: KPIT Technologies - Campus Selections

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

[Quoted text hidden]

Forwarding herewith the formal confirmation mail received from the company in this regard.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Namrata Gaikwad <Namrata.Gaikwad@kpit.com>

Date: Fri, Aug 30, 2019 at 8:21 AM

Subject: RE: KPIT Technologies - Campus Recruitment Drive 2019 - 20

To: director.iac@mitpune.edu.in <director.iac@mitpune.edu.in>

Cc: Campus <Campus@kpit.com>



info@proctur.com
+91 9971839153
Rw House No:3,Sr.No:22/5,Elite
Brookland Near Syngenta,
Baner, Pune, MH-411045
Eduspace Technologies Pvt. Ltd.

Name: Prachi Barache

RE: LETTER OF OFFER OF INTERNSHIP – “Digital Marketing Trainee”

Dear Prachi,

We are delighted to offer you the position of ‘Digital Marketing Trainee’ with our organization. We are an Educational Software and Solution provider Company & joining our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the actions, advice and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

- A student will be provided internship certificate only after 6 months internship.
- Salary will be depending upon the performance in the period of internship.
- This arrangement may be terminated by either party upon notice of one week in writing to either party.

DOJ - 16/01/2020

Warmly,

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

The above letter – stands valid

MAEER/MITAOE/FCS/2019-20

Date: 09.01.2020

To,
HR Manager
Ms.Pooja Sharma
Proctur Infinity & beyond
Pune

Sub: - Request for Internship / Industrial Training / Project.

Dear Sir/ Madam

Greetings from MIT Group of Engineering Colleges!

MITAOE offers seven AICTE approved undergraduate engineering courses, viz. Chemical, Computer, Electronics, E&TC, IT, Mechanical and Civil Engineering. Besides, the institute also runs three ME programs respectively in Electronics, Computer and Mechanical Engineering on its campus. MITAOE has received numerous awards and accolades for its excellence in various academic, co & extracurricular activities.

We are glad to introduce Ms. Prachi Barache, students of B.Tech.(E&TC). As part of the curriculum, a student is required to undertake an internship/ project from January 2020 for period of six months. May we request you to kindly provide an opportunity to the student to carry out the project work in your organization.

Please feel free to contact us if you need any further information or clarification.

Your faithfully



Roy Mathew
Director - T & P
MIT AOE
Mobile -9822315308



Received



Date: 19/10/2019

Name: Amrita Deepak Jawaley

Address: Pawar Plot, Barshi, Maharashtra

RE: LETTER OF OFFER OF EMPLOYMENT – “Business Development Trainee”

Dear Amrita,

Congratulations, we are delighted to offer you the position of ‘**Business Development Trainee**’ with our organization. You will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the actions, advice and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Offer Details

Designation: Business Development Trainee

Location: Pune, Maharashtra

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

Reporting Details

Date of Reporting: 01/06/2020

Reporting Location: Proctur, RH. NO.3, Elite Brookland Near Syngenta, Baner, Pune

Reporting Time: 10:00 AM

Your annual package shall be amounting to **INR Six Lakh Fifty Six Thousand Nine Hundred and Forty Two only**; break up shall be as follows:

CTC Breakup		
	Monthly Amount	Yearly Amount
Gross Salary		
Basic Salary	15,500	1,86,000
House Rent Allowance	3,100	37,200
Special Allowances	11,400	1,36,800
Total Earnings (Gross)	30,000	3,60,000
Deductions		
PF (@ 12% on Basic)	0	0
ESI (@ 0.75% on Gross)	0	0
Total Deductions	0	0
In Hand Salary*	30,000	3,60,000
Other Benefits		
PF (@ 13.61% on Basic)		
ESI (@ 3.75% on Gross)		
Gratuity (15 days Basic)	745	8,942
Variables		1,80,000
Retention Bonus (30% of Gross)		1,08,000
Total	745	2,96,942
CTC	30,745	6,56,942

* TDS to applied as per Govt. Norms

** Annual Bonus depends upon Company's and employee's performance.

***Retention Bonus will be disbursed after completion of 3 years as per the gross salary at that time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than the joining date, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,



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

Accept Job Offer by signing below



Signature

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students/clients list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Eduspace Technologies Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company.

All Eduspace Technologies Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Probation: Performance will be reviewed after 3 Months and a confirmation will be given accordingly. Following the initial probationary period, a progression and performance review will be conducted on biannual basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party. With a prior notice of Two months when employee terminates the arrangement and 2 weeks of notice when employer terminates the arrangement after confirmation and 2 weeks during probation period in either party terminating the arrangement.

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

Annexure B

1. Photograph
2. Resume
3. Copy of Address Proof (Aadhar Card)
4. Copy of Pan Card
5. Graduation/Post Graduation Mark sheet–All semesters mark sheet
6. Graduation/Post Graduation – Provisional Certificate/Course Completion Certificate
7. All current & previous companies relieving/experience letter (Only for experienced candidate)
8. Current/Last company's last three months' payslip (Only for experienced candidate)



Offer: Computer Consultancy
Ref: TCSL/DT20195535568/Pune
Date: 13/09/2019

Mr. Mayuresh Yashwant Mohite
Sr.No.495, Behind Visawa Hotel Barne Colony,
Kasarwadi Swimming Pool,
Pune-411034,
Maharashtra.
Tel# 91-7020316629

Dear Mayuresh Yashwant Mohite,

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 7,00,024/-** 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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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 7102 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nandgaon, Pune, Maharashtra 411 021

TCS Career Services Line: 1800 209 3311 Email: careers@tcs.com



completing joining formalities as per company policy. Your offer is subject to a positive background check.

~~Ultimatix, the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL~~

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **13,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **6,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **21,175/-** 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 **4,000/-**. 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 **3,000/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

CITY ALLOWANCE

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

RETENTION INCENTIVE

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

XPLORE/ LEARNING INCENTIVES

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



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Services line: 1800 209 3111 Email: careers@tcs.com

**Loans**

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

Professional Memberships

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

RETIRALS**Provident Fund**

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

Gratuity

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

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

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

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

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

2. Pre requisites for Joining

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyat Tatra, Ground Floor, S No. 63/A - 12th CTS, 1915, Nagar Road, Yerwade, Pune-411 004

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Registered Office: Nirmal Building, 9th Floor, Nanman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you to any of its offices, work sites, or associated or Affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your probation or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this offer as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and



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

10. Overseas International Assignment Agreement

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

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

11. Terms and Conditions

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

12. TATA Code of Conduct

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

13. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the



business and current assignment, to ask you to complete your notice period.

14. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

15. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

16. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

17. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.

18. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

19. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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20. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

21. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

22. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tlra, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6508 7777 Fax: 91 20 6508 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

115, Sakinaka, New Delhi 110 029 India Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Mayuresh Yashwant Mohite
Designation	Systems Engineer
Institute Name	Maharashtra Academy Of Engineering & Education Research'S College Of Engineering, Alandi, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	13,000	1,56,000
Bouquet Of Benefits #	29,258	3,51,100
2) Performance Pay		
Monthly Performance Pay	4,000	48,000
Performance Bonus*	3,000	36,000
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,560	18,720
Gratuity	625	7,504
Total of Annual Components & Retirals	2,185	34,124
Retention Incentive	NA	70,000
TOTAL GROSS	51,843	7,00,024
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	6,500	78,000
Leave Travel Assistance	1,083	13,000
Food Card	500	6,000
Personal Allowance	21,175	2,54,100
GROSS BOUQUET OF BENEFITS	29,258	3,51,100

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Nirvat Tatal Ground Floor S.No. 1036A/ 179, CTS 1095, Nagar Road, Yerwade, Pune 411 006 India
Tel: +91 20 6500 2222 / Fax: +91 20 6500 2107 Website: www.tcs.com
Registered Office: Nirvat Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 31 11 / Email: careers@tcs.com



Annexure 2

Ahmedabad Lead – ILP Tata Consultancy Services Limited, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore Lead - ILP Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR Lead – ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai Lead – ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon Lead - ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida Lead - ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati Lead – ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad Lead - ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE Lead - ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA Lead - ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - HF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI Lead - ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI Lead - ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR Lead - ILP Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE Lead - ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum Lead – ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

2020 Batch
ESTC Dept.

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Offer: Computer Consultancy
Ref: TCSL/DT20195431383/Pune
Date: 13/09/2019

Mr. Kaustubh Arun Wankhade
 606 C Wing Tanish Orchid Charoli Phata,
 Charoli Budruk,
 Pune-412105,
 Maharashtra.
 Tel# -8329072611

Dear Kaustubh Arun Wankhade,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/DT20195431383

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyat, Tata, Ground Floor, S No. 163/A/ 179, TCS, 1995, Nagar Road, Wankhade, Pune-411 004, India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7197 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

Kaustubh Wankhade
 13/9/2019



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

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2

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyat Tiara, Ground Floor, S No. 163/A/1/129, CTS, 1995, Nagar Road, Yerwada, Pune-411 006 India

Tel: +91 (0)20 2272 2272 Fax: +91 (0)20 6610 7107 Website: www.tcs.com

Registered Office: Mumbai Office: 9th Floor, Nariman Point, Mumbai-400 021

Registration No. SSV-00111111-8502769-8111 Email: careers@tcs.com



HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

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TATA CONSULTANCY SERVICES

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Nigadi Tower, Ground Floor, S No 1037A/1/1/19, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: +91 20 2610 2222 Fax: +91 20 2610 2307 Website: www.tcs.com

Registered Office: Atrium Building, 9th Floor, Nariman Point, Mumbai 400 021

TCSL e-mail: support@tcs.com Email: tateen@tcs.com



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



GROSS SALARY SHEET

Annexure 1

Name	Kaustubh Arun Wankhade
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential
TCSL/DT20195431383

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Nagar: TCS Ground Floor, S No. 1035/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
 E-Mail: careers@tcs.com Fax: 91 20 6505 4102 Website: www.tcs.com
 New: 3rd Floor, 3rd Building, 3rd Floor, Nariman Point, Mumbai 400 021
 E-Mail: careers@tcs.com Fax: 91 22 297 5311 E-Mail: careers@tcs.com

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



Annexure 2

Ahmedabad Lead – ILP Tata Consultancy Services Limited, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore Lead - ILP Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR Lead – ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai Lead – ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon Lead - ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon – — — Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida Lead - ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati Lead – ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad Lead - ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE Lead - ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA Lead - ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI Lead - ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI Lead - ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR Lead - ILP Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE Lead - ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum Lead – ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties

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E-8TC Branch

2020 Batch

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx

29K

Cognizant	First Name	Last Name	Primary Email Id	Primary Mobile N.	Current Degree	Current Stream	Current College Name
13781960	Rahul Rieash	Singh	rrsingh@mitaoe.ac.in	7620685242	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781347	Misal Akash	Balasahab	akash.misalmit@gmail.com	7875571844	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781947	Sophie	Matthews	sophiematthews@mitaoe.ac.in	8793259140	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781727	ANUBHAV DATTA	GUPTA	netlanu.702@gmail.com	8788226468	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781745	Khire Sarvesh	Mhind	sarveshkhire@gmail.com	9881133958	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781415	Gaurav Vijay	Bangad	gaurav.bangad99@gmail.com	8215937286	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
1378157	Jitesh Mahendra	Singhal	ssinghaljitesh@gmail.com	7021881909	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
1378167	Praharsha	Mahurkar	praharshapm@gmail.com	9552056200	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781421	TAGWALE ROHINI	VIVAS	rohivtagwal1998@gmail.com	7741098998	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781784	Joshi Shrivallabh	Makrand	shrivallabhjm@gmail.com	7249602533	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781789	Nemade Sushant	Shrikrishna	sushantnemade15@gmail.com	9766776633	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781797	Dakad Dnyaneshwari	Prataprao	dnyanudakad998@gmail.com	7066188546	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781804	Ahjiit	Shelge	ahjiitshelge@gmail.com	9595739511	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781815	GOPAL SHYAM	DHANRAJANI	gopal.dhanrajanmit@gmail.com	8888861584	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781821	WALE LALIT	RAVINIDRA	lalitwale100@gmail.com	8999313334	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781453	Umaisr	Warekar	umaisrwarekar@gmail.com	8149392271	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781457	SALESH	SAHA	salessahad08@yahoo.com	8669869122	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781857	Subhadeep	Ghosh	subhadeep.ghosh.mt@gmail.com	9862448540	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781885	Harshita	Jain	hmjain@mitaoe.ac.in	9460405297	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781491	Sahil	Tah	sstah@mitaoe.ac.in	9420765700	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781913	Akshay	Ingle	astingle@mitaoe.ac.in	7758086141	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781927	Mayuresh	Mohite	maymohite@mitaoe.ac.in	935029729	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781997	Shaikh Jamir	Tolasha	itshaikh@mitaoe.ac.in	7972525783	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781556	Kumar	Anan	anankumar@mitaoe.ac.in	705739072	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782025	Ravina Rohidas	Bhujbal	rbhujbal@mitaoe.ac.in	702819024	B.Tech/B.E.	Mechanical Engineering	MIT ACADEMY OF ENGINEERING ALANDI
13781587	Sneha	Ramakrishnan	sramakrishnan@mitaoe.ac.in	7769056367	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782068	GAURI SATISH	RENUSE	gaurerense@gmail.com	7219222324	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781608	NUPPOOR	Bibawe	nuppoor6499@gmail.com	7558690400	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782080	ROSHAN KUMAR	SINGH	roshanrshn32.2014@gmail.com	7887509284	B.Tech/B.E.	Computer Engineering	MIT COLLEGE OF ENGINEERING, PUNE
13781620	Tejashri Bhavakana	Hebbalkar	tejashrihebbalkar@gmail.com	7083416499	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13665682	Mali Akash	Kiran	akashmali67@gmail.com	8888315966	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781531	MEGHRAL SANTOSH	SHIVALKAR	shivalkarmeghral@gmail.com	7028318304	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781320	PRAATI	THATTE	prathattatte@outlook.com	7276267977	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781550	Pitvy Amruta	Ravindra	amrutapitvy05@gmail.com	9146187714	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782145	Joglekar Mugdha	Arand	mugdha.joglekar@gmail.com	9823116358	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781685	ANAGHA ARVIND	POTDAR	anaghapotdar1998@gmail.com	9923745281	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782177	Gaurav	Kulkarni	kulkarnigauravparaag@gmail.com	7448001811	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781697	Saurabh Santosh	More	more.saurabh98@gmail.com	8669102946	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782208	vaibhav anilrao	Alone	vaibhav.alone14@gmail.com	7720934973	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781718	Pachkawade Nikhil	Vilay	pachkawade.n@gmail.com	7276614612	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Technology
13781721	Aashita	Tandon	astandon19@gmail.com	7875360328	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781397	Umaye Pranav	Niteerchandra	pranavlinaye07@gmail.com	8380003303	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781748	Aakriti	Raina	aakriti.rainaamit@gmail.com	9730670509	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781751	Dhurnane Ajinkya	Dattatraya	dhurnaneajinkya1998@gmail.com	9850030328	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781752	Havle Anol	Ashok	amolhavle14@gmail.com	9096428364	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781753	Dhurnshetti Anjali	Subhash	anjaldhurnshetti9806@gmail.com	8668484594	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781759	Bhosale Mayur	Ujjwal	mayurbhosale.2014@gmail.com	8378828226	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781419	Punam Dipakchandra	Bora	poonanboran1104@gmail.com	9130105255	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781776	Rituja Sanjay	Jadhav	ritujajadhav98@gmail.com	9834876635	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781777	SARODE ROHAN	CHANDRAKANT	rohan.sarode85@gmail.com	9860962385	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
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13781679	Sudarshan Bhattachandra	Bhikane	bhikanesudarshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
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Cognizant : 2020 batch selected Candidates!

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

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

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

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>

Date: Wed, Sep 11, 2019 at 9:43 AM

Subject: Congratulations to all the selected Candidates!

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

Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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13782173	Abhishek Devendra	Gaikwad	absgaikwad@gmail.com	7057442699	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13781490	Rushikesh Haridas	Kadam	rushikeshkadam@mitaoe.ac.in	9049014975	B.Tech/B.E.	Computer Engineering	MIT Academy of Engineering, Alandi
13781504	Ashutosh	Kumar	ashutoshkumar@mitaoe.ac.in	9075600540	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
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13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782040	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781679	Sudarshan Bhalechandra	Bhikane	bhikanesudarshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
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13781537	Ishant Himmatrao	Naik	ihnaik@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology

06-Dec-2019

Dear Saurabh Kumar,
B.Tech/B.E., Electronics & Telecommunications
Maharashtra Institute of Technology



Candidate ID – 13781519

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant	First Name	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
13781960	Rahul Rish	Singh	rsingh@mitaoe.ac.in	7620685242	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781347	Misal Akash	Balasaheb	akash.misalmit@gmail.com	7875571844	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781947	Sophie	Mathews	sophie.mathews@mitaoe.ac.in	87932259140	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781727	ANUBHAV DATTA	GUPTA	nelanu1702@gmail.com	8788226468	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
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13781415	Gaurav Vijay	Bangad	gaurav.bangad99@gmail.com	8275937286	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
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13781804	Abhijit	Shelge	abhijitshelge@gmail.com	8888861584	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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06-Dec-2019

Dear Sophie Mathews,
B.Tech/B.E., Electronics & Telecommunications
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Candidate ID – 13781947

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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

Yours sincerely,

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

Suresh Bethovandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Sophie Mathews

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

ESTC Branch

2019-2020 Batch



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

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant (First Name)	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
13781960	Rahul Rish	rsingh@mitaoe.ac.in	7620685242	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781347	Balasahab	akash.misalmit@gmail.com	7875571844	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781947	Sophia	sophiamathew@mitaoe.ac.in	8793259140	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781727	ANUBHAV DATTA	nellanu1702@gmail.com	8788226468	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781745	Khire Sarvesh	sarveshkhire@gmail.com	9881135952	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781415	Gaurav Vijay	gaurav.bangad99@gmail.com	8275937286	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781757	Jitesh Mahendra	ssinghaljitesh@gmail.com	7021881909	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781767	Praharsha	praharshpm@gmail.com	9552056200	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781421	TAGWALE ROHINI	rohitaagwale1998@gmail.com	7741098998	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781784	Joshi Shirvalliab	shirvalliabnj@gmail.com	7249602533	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781789	Nemad Sushant	sushantnemad15@gmail.com	9766776633	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781797	Kakad Dnyaneshwari	dnyanukakad998@gmail.com	7066188546	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781804	Abhijit	abhijitshelge@gmail.com	8888861584	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781815	GOPAL SHYAM	gopal.dhanrajanmit@gmail.com	9595739511	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781821	WALE LALIT	lallitwale100@gmail.com	8999313334	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781453	Umar	umarwarekar@gmail.com	8149392271	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781457	SAILESH	saileshsaha008@yahoo.com	8669869122	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
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13781913	Akshay	asingle@mitaoe.ac.in	7758086141	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
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13782025	Ravina Rohidas	rrbujbal@mitaoe.ac.in	7028190224	B.Tech/B.E.	Mechanical Engineering	MIT ACADEMY OF ENGINEERING ALANDI
13781587	Sneha	sramakrishnan@mitaoe.ac.in	7769056367	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13782080	ROSHAN KUMAR	roshanisingh322014@gmail.com	7887509284	B.Tech/B.E.	Computer Engineering	MIT COLLEGE OF ENGINEERING PUNE
13781620	Tejashri Bhavakana	tejashrihebbalkar@gmail.com	8083416499	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
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13781685	ANAGHA ARVIND	anaghapoddar1998@gmail.com	9923745281	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13781848	Himanshu Shankar	Nawani	himanshunanawani7@gmail.com	9511664878	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
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13781881	Anup Vasant	Kolte	avkolte@mitaoe.ac.in	8605313585	B.Tech/B.E.	Computer Science and Technology	Maharashtra Institute of Technology
13781882	DHUNDUR APURVA	AVINASH	aadhundur@mitaoe.ac.in	9284048775	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
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13781900	Gawade snehal	Maruti	psne20maruti@gmail.com	8605519034	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
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13781955	Jatin Satish	Sudhakar	jsmadan@mitaoe.ac.in	7038184296	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781969	Satav Mayur	Sariyot'	msatav@mitaoe.ac.in	8600100441	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781971	Nikhil	Shantappa	nsariyot@mitaoe.ac.in	9166053098	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
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13781979	Abhijit Vijay	BALLU	ajvpatil@mitaoe.ac.in	7776996043	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781551	PALVE AVINASH	Shrinivas	apalve@mitaoe.ac.in	8180925935	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13781995	Phalaj Harshad	Gupta	hphalaj@mitaoe.ac.in	7770054516	B.Tech/B.E.	Mechanical & Energy Engineering	Maharashtra Institute of Technology
13781998	Jayesh Arvind	Sanjay	jagupta@mitaoe.ac.in	9552366566	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782000	Bavakar Kshitiya	Samadhan	kbavakar@mitaoe.ac.in	8329508309	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781557	Ghatale Kunal	Shah	kgghatale@mitaoe.ac.in	8381070073	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782007	Neha	Kumar	nehashah@mitaoe.ac.in	7276543638	B.Tech/B.E.	Mechanical Engineering	MIT Academy Of Engineering
13782008	Dax Nihar Ranjan Ajay	VILAS	nrdas@mitaoe.ac.in	8208567477	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782010	JEJURKAR NILKANTH	Pramod	nvejurkar@mitaoe.ac.in	9527604892	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781573	Chaudhari Rushikesh	Burrall	rpchaudhari@mitaoe.ac.in	7038931700	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781581	Shivateja	Khomane	skburrala@mitaoe.ac.in	7757074541	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781589	Sumit Santosh	VASANTRAO	sumitkhomane58@gmail.com	9011370030	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782042	PARKOR SUMIT	Kale	svparkor@mitaoe.ac.in	8007189070	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782048	Vaibhav Galanan	NIRFARAKE	vgkale@mitaoe.ac.in	7744836967	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782057	AADESH RAJESH	Pandurang	aadeshnirfak@gmail.com	9139640960	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13782063	Jagade Ameya	Naik	amayjagdale45@gmail.com	8379845138	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781605	Janaki Sanjay	Deokar	janakisnaik06@gmail.com	9552656385	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782072	Madhur Prashant	Firodiya	mdevkar01@gmail.com	8208868938	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781606	Madhur Manoj	Milind	madhurfirodiya15@gmail.com	8975797508	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782073	Patil Mruganka	Gaikwad	pmruganka1@gmail.com	7722050492	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782077	Perana	Thakur	prerana.gaikwad5@gmail.com	7447209849	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782078	Rachit	Nitin	rachit26thakur@gmail.com	8830540863	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13782086	Jaijo Shradha		jalooshraddha04@gmail.com	7588891465	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology

13782093	YASH VANDESH	URADE	yashurade20@gmail.com	830808214	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782103	Anuja Anand	Shitole	anujaas187@gmail.com	8055060070	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13782112	Kartik pravin	pagay	kartikpagay@gmail.com	9637279886	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13782137	Rajaj Shantaram	Nimje	rajatnimje034@gmail.com	7719939076	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13782163	Kajale Rutuja	Shamsundar	kajalerutuja87@gmail.com	7038551052	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13782123	Kajale Rutuja	Dani	vinantidan9@gmail.com	9158995891	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781647	Vinanti	Borhate	akshaybarhate1998@gmail.com	9766157690	B.E.	Information Technology	Maharashtra Institute of Technology
13781648	Akshay Madhukar	Sunil	ashwikadeth0803@gmail.com	904926716	B.E.	Information Technology	Maharashtra Institute of Technology
13781654	Detha Ashwika	Deshpande	sudhanshu28@gmail.com	9890511097	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781328	Sudhanshu Sanjay	Kurlekar	kurlekar.suraj@gmail.com	7798869606	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781680	Suraj Sanjeev	Borle	ankitsborle@gmail.com	9970297776	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782174	Ankit Sanjay	PRASHANT	meghalidavid13@gmail.com	952270110	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782178	DAVID MEGHALI	Bhoite	priyankabhoite1998@gmail.com	7218440749	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782211	Priyanka Dnyaneshwar	MANISH	rushikhairnar27@gmail.com	7057527599	B.Tech/B.E.	Mechanical Engineering	MIT college of engineering Kothrud Pune
71713852	KHAIRNAR RUSHIKESH	Shrikant	rushikeshguddi25@gmail.com	8237371848	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782215	Guddi Rushikesh	Ajit	ishinde4232@gmail.com	9561957797	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781695	Shinde Rutuja	Vadner	sayilavadner@gmail.com	8381057057	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782220	Sayil Amol	Pawar	siddharthpawar28@gmail.com	9373536274	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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Cognizant : 2020 batch selected Candidates!

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

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

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

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>

Date: Wed, Sep 11, 2019 at 9:43 AM

Subject: Congratulations to all the selected Candidates!

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

Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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13781679	Sudarshan Bhalchandra	Bhikane	bhikanesudarshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
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13781537	Shant Himmatrao	Naik	jhnalk@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology

Cognizant : 2020 batch selected Candidates!

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

Tue, Mar 22, 2022 at 3:23 PM

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

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

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

From: <Raunak.Chaudhary2@cognizant.com>

Date: Wed, Sep 11, 2019 at 9:43 AM

Subject: Congratulations to all the selected Candidates!

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

Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant	First Name	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant (First Name)	Last Name	Primary Email Id	Primary Mobile No.	Current Degree	Current Stream	Current College Name
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant / First Name	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
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13781599	Aaryan	Suri	aaryansuri0@gmail.com	9149883351	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782069	Devalle Indrajeet	Madhusudan	indrajeet.devalle@gmail.com	94213138026	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781610	Gharad Pritee	Bharat	priteeg1999@gmail.com	9881908260	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782084	Satish	Gharad Pritee	imsatish1998@gmail.com	9096768687	B.Tech/B.E.	Electronics & Telecommunications	MIT COLLEGE OF ENGINEERING
13782094	Abhilasha Anirao	Gunjarge	abhilashag98@gmail.com	7387982634	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781626	Hrishikesh Shirish	Deolankar	hrishikesh.deolankar@gmail.com	9860252638	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13782122	Raviraj Dattatray	Mohite	raviraj18mohte@gmail.com	9689456002	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781322	PATIL SHUBHAM	DILIP	shubhampatil859@gmail.com	9503948949	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782138	Maise Akshay	Vineyak	akshayvinayakmalse@gmail.com	9405928354	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782142	Hamza	Haliz	hamzahafiz87@gmail.com	9149865244	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781663	Nikhil anilkumar	Patil	nikhil3164095@gmail.com	8390705751	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781666	OMKAR BALASHEB	SAKHARE	oamsakhare@gmail.com	9834099159	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782155	Rama Padmanabh	Kane	rama.kane8@gmail.com	9405406581	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781358	rishti	koul	rishtikaul12@gmail.com	9149896529	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781677	SOLANKE SHRADDHA	KISHOR	shraddhasolanke1998@gmail.com	9130457628	B.Tech/B.E.	Information & Communication Technology	Maharashtra Institute of Technology
13782169	Sushil Ravindra	Chudhari	sushildhari@gmail.com	8668611709	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781366	Jaipo Vaibhav	Devendra	vaibhavjaipo6@gmail.com	7776863345	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782173	Abhishek Devendra	Gaikwad	absaikwad@gmail.com	7057442699	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781368	Aditya Sanjay	Ghatol	adityas.ghatol@gmail.com	9158834439	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782192	Amita Rajesh	Shivarkar	amitashivarkar99@gmail.com	9139215615	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781691	Gargya Sandeep	Bapat	garsbap11@gmail.com	9503757361	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781692	Luniya Harshal	Anilkumar	harshalluniya003@gmail.com	9730730749	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782197	Ishwari Mukund	Hirve	hirveishwari98@gmail.com	9657410434	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781693	Jui Milind	Kulkarni	kulkarni.jui9498@gmail.com	7517807991	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782184	Ranade Prajakta	Milind	prajaktakar1998@gmail.com	7757900733	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782186	Pranit Jagannath	Kadam	pranitkadam4386@gmail.com	7397963701	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782202	Rupesh Balu	Handore	rupesh185handore@gmail.com	7020359331	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782216	SAFA SALIM	SHAIKH	safashaiikh785.ss@gmail.com	9158016786	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781700	Shubham Ganeshrao	Kolhe	shubhamkolhe198@gmail.com	7775058032	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781705	Harishar Tejas	Prashant	thir123@gmail.com	7558559619	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782229	DHANKHODE VAIBHAVI	MANISH	missvaibhavi1998@yahoo.com	9869195752	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781706	VEDANT NAGESH	CHIREKHANI	vedantc11@gmail.com	9767760362	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781709	Vivin Sunil	Oza	vivin.oza@gmail.com	9850586660	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Technology
13781717	RATHI ANKUSH	PRAKASH	ANKUSHRATHI2905@GMAIL.COM	9665782167	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781733	Bagul Manali	Harishwar	manalibagul123@gmail.com	9172638494	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781770	Pratiksha Dattatray	Gadge	pratiksha.gadgemit@gmail.com	9766945159	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781792	TEJAS DHANAJI	JAGTAP	tejasjagtap232@gmail.com	8805785414	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781433	SHIRISH BAPUSAHEB	KHAIARNAR	shirishbhaiarnar123@gmail.com	9168106846	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781817	PAWAR HARSHADA	ANIL	harshadaa14@gmail.com	7057414111	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781829	chinchhare radhika	sanjay	rs.chinch@gmail.com	7721940020	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781444	bhandarwar saikrishna	ganesh	sai.bhandarwar25@gmail.com	9834943819	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781456	RODGE ADHYAYAN	PRAVIN	adhyayan.rodgemit@gmail.com	8149031450	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781850	Parag	Pande	paragpande1@gmail.com	9527555224	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781851	CHIKHALE ROHIT	RAMESH	rohitchikhaile5@gmail.com	8197318799	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781886	Phirke Kirti	P	kphirke@mitaoe.ac.in	7038659294	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781889	Chacharkar Nikhil	Tukadadas	nchacharkar@mitaoe.ac.in	9049014975	B.Tech/B.E.	Computer Engineering	MIT Academy of Engineering, Alandi
13781490	Rushikesh Haridas	Kadam	rkadam@mitaoe.ac.in	9075600540	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781504	Ashutosh	Kumar	ashutoshkumar@mitaoe.ac.in	8340795550	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology

13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	9158801972	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781973	RUSHIKESH HARIHAR	KASTORE	rkastore@mitaoe.ac.in	7559460294	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781541	Umag	Joshi	ujoshi@mitaoe.ac.in	7620874913	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	9545967537	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781991	Bhise Avadhut	Urtam	aubhise@mitaoe.ac.in	8888276247	B.Tech/B.E.	Mechanical Engineering	MIT Academy of Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781618	SUMEET	BHATNAGAR	SUMEETWORK0@GMAIL.COM	8793080774	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	8805558393	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	9130160001	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781679	Sudarshan Bhalkhandra	Bhikane	bhikanesudarshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781537	Ishant Himmatrao	Naik	ihnaik@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	9158801972	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781973	RUSHIKESH HARIHAR	KASTURE	rkasture@mitaoe.ac.in	7559460294	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781541	Urnang	Joshi	ujoshi@mitaoe.ac.in	7620874913	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	9545967537	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781991	Bhise Avadhut	Uttam	aubhise@mitaoe.ac.in	8888276247	B.Tech/B.E.	Mechanical Engineering	MIT Academy of Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782040	Lambolie Shubham	Deelip	sdlambolie@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781618	SUMEET	BHATNAGAR	SUMEETWORK0@GMAIL.COM	8793080774	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	8805558393	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	9130160001	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781679	Sudarchan Bhalechandra	Bhikane	bhikanesudarchan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781537	Shant Himmatrao	Naik	hnaik@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology

13781429	Nikita anilkumar	bagde	nikita.bagde.581@gmail.com	9130497042	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781807	Akash	Sinha	akashsinha990@gmail.com	7758930483	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781809	Atharva	Desale	desale.atharva@gmail.com	797282726	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781812	Dikate Deepali	Suresh	deepali.dikate@gmail.com	7038930141	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781822	Mahesh Sanjay	Ukharde	maheshsanjay65@gmail.com	7218219325	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781828	Radhika Milind	Oak	radhika.oak@gmail.com	9822068711	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781446	Kharolkar Shreyas	Santosh	shreyas.kharolkar@gmail.com	7588234684	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781837	Snehal	Mirge	snehal.mirge@gmail.com	9561330757	B.E.	Mechanical	Maharashtra Institute of Technology
13781848	Himanshu Shankar	Nawiani	himanshunawani7@gmail.com	9511664878	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781862	Swansh	Suneel	swanshmoh@gmail.com	9689937684	BE	Polymer	Maharashtra Institute of Technology
13781468	Advaiti Pramod	Kolhe	apkolhe@mitaoe.ac.in	8975433464	B.Tech/B.E.	Chemical Engineering	Maharashtra Institute of Technology
13781472	Sontakke Rakesh	Pandurang	rsontakke@mitaoe.ac.in	9921583217	B.Tech/B.E.	Chemical Engineering	Maharashtra Institute of Technology
13781878	Parate Swapnil	Kiran	skparate@mitaoe.ac.in	7775960088	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Technology
13781881	Anup Vasant	Kolhe	avkolhe@mitaoe.ac.in	8605313585	B.Tech/B.E.	Computer Science and Technology	Maharashtra Institute of Technology
13781882	DHUNDUR APURVA	AVINASH	aadhundur@mitaoe.ac.in	9284048775	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781485	Yadav Prajakta	Subhash	psyadav@mitaoe.ac.in	8805598086	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781900	Gawade snehal	Maruti	sne20maruti@gmail.com	8605519034	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781906	Tanishk	Amipurna	tanipurna@mitaoe.ac.in	9745487156	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781499	VISHAL	Amipurna	visingh@mitaoe.ac.in	7972634814	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781503	Adish	Kumar	adishkumar@mitaoe.ac.in	970940528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781919	Balaji Brushan	Prashant	balaji.brushan@gmail.com	9545534468	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781514	Dimple Monica	Prashant	dimplemonica@gmail.com	7350006695	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781932	Nishant Nishant	Prashant	nishantn@gmail.com	9404082755	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781933	Nishant Nishant	Prashant	nishantn@gmail.com	8104639866	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781934	Mandali Nishant	Prashant	mandalin@gmail.com	7040723617	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781948	Shubham Nishant	Prashant	shubhamn@gmail.com	7040723617	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781955	Jatin Satish	Madan	jmadan@mitaoe.ac.in	7038184296	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781969	Satav Mayur	Sudhakar	msatav@mitaoe.ac.in	8600100441	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781971	Nikhil	Sariyot	nsariyot@mitaoe.ac.in	9166053098	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781975	Malang Siddharth	Shantappa	smalang@mitaoe.ac.in	7058671427	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781979	Abhijit Vijay	Patil	avpatil@mitaoe.ac.in	7769960433	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781551	PALVE AVINASH	BALU	avpalve@mitaoe.ac.in	8180925935	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781992	Kodam Dharmaj	Srinivas	diskodam@mitaoe.ac.in	7875137932	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781995	Phalakharshaji	Bhaskar	bphalak@mitaoe.ac.in	7770054316	B.Tech/B.E.	Mechanical & Energy Engineering	Maharashtra Institute of Technology
13781998	Jayesh Arvind	Gupta	jagupta@mitaoe.ac.in	9552366566	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782000	Bavakar Khittija	Sanjay	kbavakar@mitaoe.ac.in	8329508309	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781557	Gatale Kunal	Samadhan	kgatale@mitaoe.ac.in	9381070073	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782007	Neha	Shah	nehashah@mitaoe.ac.in	7276543638	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782008	Das Nihar Ranjan	Kumar	nrdas@mitaoe.ac.in	8708567477	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782010	JEURKAR NIKANTH	VILAS	njeurkar@mitaoe.ac.in	9527604892	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781573	Chaudhari Rushikesh	Pramod	rpchaudhari@mitaoe.ac.in	7038931700	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781581	Shivateja	Burrula	sburrula@mitaoe.ac.in	7757074541	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781589	Sumit Santosh	Khomane	sumitkhomane58@gmail.com	9011370030	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782042	PARKOR SUMIT	VANSHRAO	svparkor@mitaoe.ac.in	8007189070	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782048	Vaidhar Gajanan	Kale	vgkale@mitaoe.ac.in	7744836967	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782057	AADESH RAJESH	NIRFAKE	aadeshnirfara@gmail.com	9139640960	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782063	Jagdale Amey	Pandurang	amayjagdale456@gmail.com	9379845138	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781605	Janaki Sanjay	Naik	janakinaik06@gmail.com	9552656385	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13782072	Madhur Prashant	Deokar	mdevkar01@gmail.com	8208868938	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781606	Madhur Manoj	Firodiya	madhurfirodiya15@gmail.com	8975797508	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782073	Patil Mruganka	Milind	pmruganka1@gmail.com	7722050492	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782077	Prerana	Gaikwad	preranaikwad5@gmail.com	7447209849	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782078	Rachit	Thakur	rachit26thakur@gmail.com	8830540863	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13782086	Jaijoo Shrivaddha	Nitin	jaijooshrivaddha04@gmail.com	7588891465	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch campus selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

 image001.png
6K

 Final Offers College.xlsx
26K

CANDIDATE NAME	CANDIDATE EMAILID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pai	pmpai@mitaoe.ac.in	Mechanical Engineering
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----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.thp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch camp
selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role
at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

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----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch camp
selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role
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Thanks & Regards,


Manish Singh

Associate lead Talent & acquisition

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2 attachments

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 Final Offers College.xlsx
26K

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selections.
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Top Skills

MATLAB

Internet of Things (IoT)

Arduino IDE

Sandhya Awari

Senior Executive at _VOIS
Pune

Experience

_VOIS
Senior Executive
August 2021 - Present (10 months)
Pune, Maharashtra, India

Vodafone
Graduate Engineer Trainee at VOIS
August 2020 - September 2021 (1 year 2 months)
Pune, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Technology - BTech, Electrical, Electronics and Communications
Engineering · (2016 - 2020)

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.thp@mitaoe.ac.in>

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selections.
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----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role
at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

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26K

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Date:05-Feb-2020

**Omkar Shivling Gurav
C8526935**

**8, sai sukh apartment ,near tannu school
9822096034**

Dear Omkar Shivling Gurav,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:17-Jan-2020

**Ashutosh Kumar
C8483821**

**B-79 Housing Colony near Panchshiv Mandir , Kankarbagh
8340795550**

Dear **Ashutosh Kumar**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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

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

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In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
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 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

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ANNEXURE II

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2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, If available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

ESTC Branch

2019-2020 Batch

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HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

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To,

Name : Derkar Pallavi Ramdas

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Derkar Pallavi Ramdas,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
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 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



HIGHWAY TO EXCELLENCE

accenturetechnology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Akshay Shivshankar Ingle

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Akshay Shivshankar Ingle,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
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 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture[®]technology

To,

Name : Jitesh Sajeevan Jha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jitesh Sajeevan Jha,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

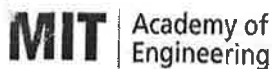
We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



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

Fwd: Congrats! Offer From Accenture

Mahesh Chavan <mtchavan@mitaoe.ac.in>
To: gangadhar.phad@mitaoe.ac.in

Mon, Mar 28, 2022 at 4:05 PM

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

From: <campus.offerletter@accenture.com>
Date: Wed, Jan 22, 2020 at 2:00 PM
Subject: Congrats! Offer From Accenture
To: <mtchavan@mitaoe.ac.in>

22-Jan-2020

Mahesh Tatyasaheb Chavan

CANDIDATE ID:C8496741

UNIQUE REFERENCE NUMBER/UNIQUE ID:365e9140-c401-40cc-836b-c7e4fe70a594_1

Dear **Mahesh Tatyasaheb Chavan**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 01/22/2020 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries, kindly login to <https://indiacampus.accenture.com/candidate>.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected.

The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at <https://www.accenture.com/privacy-policy>. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime. Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to <https://businessethicsline.com/accenture/>.

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This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at <https://www.accenture.com/us-en/privacy-policy>.

www.accenture.com

 **Job aid.pdf**
793K

**BE YOURSELF,
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Strictly Private and Confidential

Date:24-Feb-2020

**Pooja Arun Bipte
C8565995**

**Nag mandir ward behind vividh karyakari society , Bhadrawati,dist-chandrapur
7972699788**

Dear **Pooja Arun Bipte**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

ESTC Department

2019-2020 Batch

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Strictly Private and Confidential

Date:25-Feb-2020

**Prajakta Tukaram Pawale
C8567471**

**Sr no:101/2/5 Shanti colony C vijay nagar kalewadi pimpri pune
7378665496**

Dear **Prajakta Tukaram Pawale,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
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- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
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Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

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

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

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(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

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Benefits applicable for current Company financial year:

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

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

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

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

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

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

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ANNEXURE II

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1. Two copies of your recent passport size photographs.
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3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

ESTC Branch
2019-2020 Batch

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accenture

Strictly Private and Confidential

Date:25-Feb-2020

**Seema Machindra Sonkamble
C8572095**

**At Post. Her , Tal. Udgir , Dist. Latur, 413517
9518376413**

Dear **Seema Machindra Sonkamble**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.


In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

ESTC Branch
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HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture^{technology}

To,

Name : NAMRATA SUNIL KUMAR

Re: Important information post your clearance of the interview process during the Campus Visit

Dear NAMRATA SUNIL KUMAR,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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2020 Batch

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:17-Jan-2020

Sachin Hukumchand Chavhan
C8483824

At. Post .Pimpalkhuta Tq.Darwha Dist. Yavatmal
9545348210

Dear **Sachin Hukumchand Chavhan**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.
TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

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HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture

To,

Name : Nikhil Vidyadhar Patil

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nikhil Vidyadhar Patil,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



HIGHWAY TO EXCELLENCE

accenture technology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Varad Chandrakant Khot

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Varad Chandrakant Khot,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** –Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the fifteen learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt,

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they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 11
- Proposed role – Application Development Analyst
- Annual fixed compensation for the fiscal will be INR 5,41,500; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 84,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Additional Benefits: Gratuity as per law (as applicable) + Insurance premium (Notion Value): INR 24,000
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the offer letter.

"This is an electronically generated document does not require signatures"



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture technology

To,

Name : Sakshi Madan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sakshi Madan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - **Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.**
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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ESTC Branch
2020 Batch

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

NIKITA LOMTE <nikitalomte98@gmail.com>
To: vssingh@admin.maepune.ac.in

Wed, Sep 18, 2019 at 3:28 PM

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

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Mon, 16 Sep 2019, 6:36 pm

Subject: Congratulations! You have been selected to be part of Accenture!

To: <nikitalomte98@gmail.com>



accenturetechnology

**TALENT DRIVE
2020**

START YOUR CAREER AT ONE OF THE WORLD'S
MOST INNOVATIVE TECH COMPANIES

NEW APPLIED NOW

See you soon at Accenture!

Dear Nikita Nandkishor Lomte,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- a. Login to the portal with the Link and Credential provided in the User Credential mail

received with this mail.

- b. You will be redirected to the Dashboard Page.
- c. Click on the My Task tab on the top.
- d. Select the Task assigned.
- e. Download and read the Letter of Intent for no confusion.
- f. Select the check box and click on submit button for accepting the offer.

Should you have any questions, please feel free to reach out to us on the helpdesk link present on the site.

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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➤ VISIT OUR BLOG

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Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized



Strictly Private and Confidential

Date:22-Jan-2020

Abhishek Arun Sainkar
C8496737

3, Bandhan row house, Bandawane Nagar, Kamatwade, Nashik, Maharashtra, 422010
9595774943

Dear **Abhishek Arun Sainkar**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.
TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

ESTC Branch
2019-2020 Batch

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HIGHWAY TO EXCELLENCE

accenture

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Abhishek Arun Sainkar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Abhishek Arun Sainkar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenturetechnology

To,

Name : Akanksha Krishna Singh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Akanksha Krishna Singh,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
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2020

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
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- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



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

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

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

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant	First Name	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
13781960	Rahul Rish	Singh	rsingh@mitaoe.ac.in	7620685242	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781347	Balasaheb	Mathews	akash.misalanit@gmail.com	7875571844	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781947	Sophie	GUPTA	sophiemathews@mitaoe.ac.in	8793259140	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781727	ANUBHAV DATTA		nellanu1702@gmail.com	8788226468	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781745	Khire Sarvesh	Milind	sarveshkhire@gmail.com	9881135952	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781415	Gaurav Vijay	Bangad	gaurav.bangad99@gmail.com	8275937286	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781757	Jitesh Mahendra	Singhal	ssinghaljitesh@gmail.com	7021881909	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781767	Prarasha	Mahurkar	prarashapm@gmail.com	9552056200	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781421	TAGWALE ROHINI	VIKAS	rohitagwale1998@gmail.com	7741098998	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781784	Joshi Shrivallabh	Makrand	shrivallabhj@gmail.com	7249602533	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781789	Nemade Sushant	Shrikishna	sushantnemade15@gmail.com	9766776633	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781797	Kakad Dnyaneshwari	Prataprao	dnyanukakad99@gmail.com	7066188546	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781804	Abhijit	Shelge	abhijitshelge@gmail.com	8888861584	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781815	GOPAL SHYAM	DHANRAJANI	gopal.dhanrajani@gmail.com	9595739511	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13781610	Gharad Pritee	Bharat	priteeg1999@gmail.com	9881908260	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782084	Satish	Gharad Pritee	imsatish1998@gmail.com	9096768637	B.Tech/B.E.	Computer Engineering	MIT COLLEGE OF ENGINEERING
13782094	Abhilasha Anirao	Gunjarge	abilashag98@gmail.com	9860252638	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781626	Hrishikesh Shirish	Deolankar	hrishikesh.deolankar@gmail.com	7387982634	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13782122	Raviraj Dattatray	Mohite	raviraj18mohite@gmail.com	9689456002	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781322	PATIL SHUBHAM	DILIP	shubhampatil859@gmail.com	9503948949	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782138	Maise Akshay	Vinayak	akshayvinayakmase@gmail.com	9405928354	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782142	Hamza	Hafiz	hamzahafiz87@gmail.com	9149625244	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781663	Nikhil anilkumar	Patil	nikhil3164095@gmail.com	8390705751	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781666	OMKAR BALASAHEB	SAKHARE	oamsakhare@gmail.com	9834099159	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782155	Rama Padmanabh	Kane	rama.kane8@gmail.com	9405406581	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781358	rishi	koul	rishikaul12@gmail.com	9149896529	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781677	SOLANKE SHRADDHA	KISHOR	shraddhasolanke1998@gmail.com	9130457628	B.Tech/B.E.	Information & Communication Technology	Maharashtra Institute of Technology
13782169	Sushil Ravindra	Chudhari	sushildhari@gmail.com	8668611709	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781366	Jajoo Vaibhav	Devendra	vaibhavjaj65e@gmail.com	7776863345	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782173	Abhishek Devendra	Gaikwad	absgaikwad@gmail.com	7057442699	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781368	Aditya Sanjay	Ghatol	adityas.ghatol@gmail.com	9158834439	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782192	Amita Rajesh	Shivkar	amitashivkar99@gmail.com	9139215615	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781691	Gargeya Sandeep	Bapat	garsoap11@gmail.com	9503757361	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781692	Luniya Harshal	Anilkumar	harshalluniya003@gmail.com	9730730749	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782197	Ishwari Mukund	Hirve	hirveshwar198@gmail.com	9657410434	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781693	Jui Milind	Kulkarni	kuikarni.jui9498@gmail.com	7517807991	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782184	Ranade Prajakta	Milind	prajaktar1998@gmail.com	7757900733	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782186	Pranit Jagannath	Kadam	pranitkadam4386@gmail.com	7397963701	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782202	Rupesh Balu	Handore	rupesh185handore@gmail.com	7020359331	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782216	SAFA SALIM	SHAIKH	safashaikh786.ss@gmail.com	9158016786	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781700	Shubham Ganeshrao	Kolhe	shubhamkolhe198@gmail.com	7755058032	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781705	Harishar Tejas	Prashant	tjhr123@gmail.com	7558559619	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782229	DHANKHODE VAIBHAVI	MANISH	missvaibhavi1998@yahoo.com	9689195752	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781709	Vivin Sunil	CHIREKHANI	vedantc11@gmail.com	9767760362	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781717	RATHI ANKUSH	Prakash	ankushrathi2905@gmail.com	9665782157	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Technology
13781733	Bagul Manali	Harishwar	manalibagul123@gmail.com	9172638494	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781770	Pratiksha Dattatray	Gadge	pratiksha.gadgemit@gmail.com	9766945159	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781792	TEJAS DHANAJI	JAGTAP	tejasjagtap5232@gmail.com	8805785414	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781433	SHIRISH BAPUSAHEB	Khairnar	shirishkhairnar123@gmail.com	9168106846	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781817	PAWAR HARSHADA	ANIL	harshadaa14@gmail.com	7057414111	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781829	chinchghare radhika	sanjay	rs.chinch@gmail.com	7721940020	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781444	bhandarwar saikrishna	ganesh	sai.bhandarwar25@gmail.com	9834943819	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781456	RODGE ADHYAN	PRAVIN	adhyayan.rodgemit@gmail.com	8197318799	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781850	Parag	Pande	paragpande1@gmail.com	9527555224	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781886	Phirke KIRTI	RAMESH	rohitchikhalde@gmail.com	8197318799	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781889	Chacharkar Nikhil	Tukadudas	chacharkar@mitaoe.ac.in	7038659294	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781490	Rushikesh Haridas	Kadam	rushikeshkadam@mitaoe.ac.in	9049014975	B.Tech/B.E.	Computer Engineering	MIT Academy of Engineering, Alandi
13781504	Ashutosh	Kumar	ashutoshkumar@mitaoe.ac.in	9075600540	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
				8340795550	B.Tech/B.E.	Electronics & Telecommunications	

13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	9158801972	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781973	RUSHIKESH HARIHAR	KASTURE	rkasture@mitaoe.ac.in	7559460294	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781541	Umag	Joshi	ujoshi@mitaoe.ac.in	7620874913	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	9545967537	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781991	Bhise Avadhut	Uttam	aubhise@mitaoe.ac.in	8888276247	B.Tech/B.E.	Mechanical Engineering	MIT Academy of Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782040	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781618	SUNEET	BHATNAGAR	SUNEETWORK0@GMAIL.COM	8793080774	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	8805558393	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	9130160001	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781679	Sudarshan Bhalechandra	Bhikane	bhikanesudarshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781537	Ishant Himmatrao	Naik	ihnaik@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology



Strictly Private and Confidential

Date:14-Feb-2020

Sofiya Kedar Yede
C8548499

D/O Kedarnath Yede, Narayan Nagar, Gondia Road, Amgaon, Bangaon, Gondia 441902
9657975269

Dear **Sofiya Kedar Yede**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

ESTC Branch
2019-2020 Batch

208

Ref: HR

Dated: 25/06/2020

OFFER LETTER

To

Mr. /Ms.Akash Sanap,
Address : Pune.

This has reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "**Trainee Engineer**" with effect from 25/06/2020 [25th June 2020]. You will be based at our office in **Pune**, India. Your compensation will be Rs.3,60,000/- (Rupees Three Lakhs Sixty Thousand Rupees only) per annum, total cost to the company.

Your appointment letter comprising the detailed terms and conditions of your employment and the salary sheet will be given to you once you formally join us on the Date of Joining mentioned above.

We trust that the information and supporting document you have provided to us are true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter. We reserve our right to review and revoke this offer of employment, in the event any discrepancy is found in the future.

We request you to carry and submit the required documents with you on the Date of Joining as per the attached Joining Documents Checklist.

For a convenient joining process, the required joining documents should be uploaded and submitted as per the guidelines within 2 days of Offer Acceptance.

All the matters related to your appointment and compensation are strictly confidential and shall be treated as such at all times.

If you agree to all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning the duplicate copy of this letter duly signed by you. If you have received the offer letter through email, please send your acceptance through a reply mail within one day from the date of receipt of the e-mail. If you fail to accept the offer from **AutomationEdge** within 1 day, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Additionally, if you fail to report for onboarding formalities on the Date of Joining after accepting and signing this offer letter, you shall be liable to pay an amount equivalent to 1 (One) months Gross Salary for the loss that may be suffered by the Company as the Company has incurred cost towards recruitment and had also confirmed the seat for the said position.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

Yours sincerely,
Human Resource Department

AutomationEdge Private Limited

I have read and accept the terms and conditions of this offer letter:

Name : Akash Farkia Sanap
Signature : Sanap
Date : 7/10/2019

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:24-Feb-2020

**Jayesh Kumar Suryawanshi
C8567463**

**ward number 5, near mangal bhawan mazgine line parasia District:chhindwara
8085610255**

Dear Jayesh Kumar Suryawanshi,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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

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

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

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

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

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

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

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

ESTC Branch

2019-2020 Batch

193

Date: October 22, 2019

Ref: LTI/HR/Campus/2020

Name: Namrata sunil kumar

College: MIT Group of Colleges

OFFER OF EMPLOYMENT

Dear Namrata sunil kumar,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,00,000/-** as per the details mentioned in '**Annexure-1**'.

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

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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

TERMS AND CONDITIONS

1. **Increments and Promotions**

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

2. **Overseas Deputation/International Assignment**

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

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

3. **Documents**

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

4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

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

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

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

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

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

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


Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.


Signature and Date

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. **Basic** will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

* Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance:(PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-1

Name : Namrata sunil kumar		Date : October 22, 2019
Salary Grade : GET(II)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		20,467
A. Base Salary (PA)	425,602	35,466
Annual Incentive	40,000	
B. Total Variable (PA)	40,000	
C. Total Target Cash (A+B)	465,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	500,000	

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No Year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA Aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Provisional/Passing Certificate (of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> No active/live backlogs allowed at the time of the interview process. Backlogs includes Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared <u>with the final semester examinations</u>. 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2020 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness (in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

Self Declaration :

- I hereby declare that I meet ALL the eligibility criteria exactly as stated above.
- I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
- I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
- I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
- I confirm that I have NOT appeared for any interview process anywhere in the past 6 months.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature:

Namrata Kumar

Name:

NAMRATA KUMAR

Mobile No

8177953178

College Name

MITAOE, Pune

Today's Date

23-10-19

E S T C Branch
2020 Batch

211

Date: October 22, 2019
Ref: LTI/HR/Campus/2020
Name: Ojal Bhatnagar
College: MIT Group of Colleges

OFFER OF EMPLOYMENT

Dear Ojal Bhatnagar,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.5,00,000/-** as per the details mentioned in '**Annexure-1**'.

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

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

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3. Documents

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

4. Background Verification

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

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6. Letter Acceptance

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

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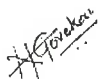
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We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.



Signature and Date

Medical Insurance Premium:

The Group Mediciam Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

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ANNEXURE-1

Name : Ojal Bhatnagar			Date : October 22, 2019		
Salary Grade : GET(II)					
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Basic					15,000
Bouquet of Benefits					20,467
A. Base Salary (PA)	425,602				35,466
Annual Incentive	40,000				
B. Total Variable (PA)	40,000				
C. Total Target Cash (A+B)	465,602				
Provident Fund (PF)	21,600				1,800
Gratuity	8,664				722
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Age Criteria: As on 1st July of Passing year (2020)	Less than 24 years	Less than 26 years
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Course must complete in:	4 years	3 years
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- I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
- I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
- I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature:



Name:

OJAL BHATNAGAR

Mobile No:

9881184305

College Name:

MIT AOE, Pune

Today's Date:

23.10.19.

ESTC Beach
2020 Batch

2/2

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Fiserv India : Campus Selections

1 message

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

Fri, Feb 25, 2022 at 3:43 PM

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

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Tue, Dec 24, 2019 at 11:41 AM
Subject: Fiserv India : Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Fiserv India has selected the following students of MITAOE, from the campus recruitment process conducted at MIT on 20th December 2019 :

- ✓ 1. Shubham Anand - Information Technology
2. Tanbir Waresi - E & TC
3. Yash Mangle - E & TC
- ✓ 4. Saloni Dave - Information Technology

Remuneration offered by the company is Rs. 5.20 Lacs per annum.
Forwarding herewith the formal confirmation mail received from the company.

Regards,

Anil Kumar Pacha
Training & Placement

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

From: Sahu, Abhishek (Pune) <Sahu.Abhishek@fiserv.com>
Date: Tue, Dec 24, 2019 at 11:24 AM
Subject: RE: MIT Pune : Thank You!
To: Director IAC MIT Pune <director.iac@mitpune.edu.in>
Cc: anil.pacha@mitaoe.ac.in <anil.pacha@mitaoe.ac.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Team,

We would like to thank you for arranging the campus drive for Fiserv, we have shortlisted following students and they will join us next year after successfully completion of their degree.

Please note we have already shared the LOI's with the students on their respective Email Id's.

MIT

Fwd: Fiserv India : Campus Selections

1 message

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

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Subject: RE: MIT Pune : Thank You!
To: Director IAC MIT Pune <director.iac@mitpune.edu.in>
Cc: anil.pacha@mitaoe.ac.in <anil.pacha@mitaoe.ac.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Team,

We would like to thank you for arranging the campus drive for Fiserv, we have shortlisted following students and they will join us next year after successfully completion of their degree.

Please note we have already shared the LOI's with the students on their respective Email Id's.

MIT



Letter Of Intent - Yash Atul Mangle

1 message

Tiwari, Chitralekha (Gurugram) <chitralekha.tiwari@fiserv.com>
To: yamangle@mitaoe.ac.in <yamangle@mitaoe.ac.in>
Cc: Bhattacharya, Anirban (Gurugram) <anirban.bhattacharya@fiserv.com>

Tue, 24 Dec 2019 at 10:49 am

Dear Yash,

We are very excited about the future growth of our organization. As you look towards your future and contemplate new employment opportunities, we are pleased to extend this letter of intent ('LOI'), inviting you to become a part of our esteemed organization.

This LOI is extended based on your technical proficiency, qualification, skills, work related experience that you have declared to possess as per the information or documents furnished by you.

By accepting this LOI, you hereby authorize the Fiserv India Private Limited (hereinafter referred to as the 'Company') or any external agency instructed by the Company to verify your educational, employment antecedents, conduct or other particulars and make any other background checks prior to your date of joining the Company and/or signing of an 'Employment Agreement' or thereafter and waive your confidentiality, data protection or privacy rights, if any, to the extent mentioned in this LOI.

You are required to extend co-operation during such verification without any protest or demur.

In addition, as a pre-condition to your employment, you would be required to undergo drug test from any of our Company empaneled medical centers.

If any of the statements or particulars or documents furnished by you is found to be false, misleading, or unethical, or your drug test report comes out as positive, or you do not co-operate in such verification or testing, the Company would reserve the right to revoke this LOI or terminate your services with immediate effect without any notice or payment forthwith.

The acceptance of this letter of intent will not result in any contract or obligation or liability upon the Company. The 'Employment Offer' will be issued to you subject to receipt of satisfactory pre employment verification reports.

Employment Offer will detail the terms and conditions of your employment at Fiserv.

You are requested to help us expedite the process at the earliest along with your acceptance of this LOI.

Looking forward to your being a valuable member of the Fiserv family.



HunarPro
skilling

Dear Sir,

It was a pleasure interviewing the students from MIT AOE, I am glad to inform you that we are satisfied with the process.

We have selected the following two candidates:

1. **Manish Gaykar (E&TC)**
2. **Nivedita Kumari (IT)**

We expect the candidates would enjoy working with us, the candidates are expected to join the in-office internship on **1st February 2020** before which they will complete the on boarding and orientation process as well as the college procedures.

The candidates will be scrutinized during the **5 months internship period** and based on **satisfactory performance** only, they will be awarded the placement offer. The stipend during the internship period will be **Rs 8000/month** (Rs 5000 Fixed + Rs 3000 Performance Based).

The package will be **Rs 2.4L CTC** on job confirmation.

We look forward for a long-term collaboration with MIT-AOE.

Thankyou!

HIGHLY CONFIDENTIAL



20-April-2020

Sandhya Dnyaneshwar Awari

House no 2477, Sambhajinagar, Parner, dist: Ahmednagar, Maharastra, Pin: 414302

Dear Sandhya,

Welcome to Vodafone!

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your initial place of posting will be Vodafone Office located at Pune, EON. However, during employment with the Company, you may be transferred / deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad.
2. You are expected to join as early as possible and not later than 06-July-2020 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.
6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
 - The relieving / resignation acceptance letter from your present employer
 - 3 passport size photographs & a copy of your PAN card

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7. The Compensation and Benefits Program applicable at Band I is enclosed for your reference in Annexure 1 & 2.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**

Gopal Saha
General Manager – Resourcing

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Sandhya Dnyaneshwar Awari	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance ¹	11,803.22	141,638.64
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	1,800.00	21,600.00
Total Fixed Pay (A+B)	32,196.97	386,363.64
Component (C) - Target GSTIP ³		
Target GSTIP is @ 10% of Fixed Pay	3,219.70	38,636.36
Total Target Cash ⁴ (Fixed Pay + GSTIP)	35,416.67	425,000.00
¹ Management Allowance and Target GSTIP ³ are inclusive of the interim bonus as payable under the statute		
² Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund		
³ GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company & Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out		
⁴ Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit		
Gratuity: 4.81% of Annual Basic Salary. Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		

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Annexure 2 – Monthly/ Annual Benefits:

Monthly/ Annual Benefits		Entitlements for Band H, I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive INR 25,00,000 as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for INR 25,00,000
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children). Self - INR 2,00,000 Spouse -INR 1,00,000 Child 1- INR 1,00,000 Child 2 - INR 1,00,000 You may also opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of INR 11,000 every 2 years (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of INR 800 per month which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: Privilege leave (annual leave) of 22 days Sick leave - 7 Days Casual leave - 7 Days In addition, there will be 11 calendar holidays and Maternity / Paternity / Adoption / Surrogacy Leave as per Company's Policy

In our endeavor to provide market competitive and best in class benefits to our employees, we continue to review our policies and proposition from time to time.

Equip yourself with the HR Policies to know your benefits in detail.

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Date: 20 April 2020

LETTER OF INTENT

Dear Sandhya Dyaneshwar Awari ,

With reference to your application and the subsequent interviews with us, we are pleased to offer you the position of **Engineer Trainee** on the following terms and conditions:

1. Your initial place of posting will be at the SEZ unit of the Company located at **Pune_EON**.
2. You are expected to join us on **6 July 2020**, failing which we will presume that you have no interest in seeking training with us. Accordingly, this offer for training will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.
3. Please submit photocopies of the following documents at the time of your joining:
 - a) Documentary evidence of date of birth
 - b) Attested photocopies of all educational qualifications (**SSC, HSC, Degree/Diploma**) b) Six passport size photographs
 - c) Blood group proof (medical test report / any ID with Blood Group mentioned) d) PAN card copy

*This offer is subject to your successful completion of graduation and submitting the educational credentials within 90 days from the date of joining.
4. The Compensation and Benefits Program applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.
5. This is not a Letter of Appointment but a Letter of Intent (LOI) granting you training facilities in our organization.
6. The formal Letter of Appointment (LOA) will be issued at the time of your joining.
7. You will be on training for a period of 12 months from the date of joining
8. On completion of your training, based on your performance, you will be considered for absorption in the regular cadre of the Company as an employee.
9. Please sign and return the duplicate copy of this letter, indicating your acceptance.

We look forward to your joining us.

For **Vodafone India Services Private Limited**



Gopal Saha
General Manager, VISPL Resourcing



Let's be absolutely safe



Always wear a helmet while riding



Do not talk on phone while driving



Never drive under the influence of alcohol or illegal drugs



Electrical problems should only be fixed by qualified workers



Never exceed speed limits



Use suitable protective equipment and attach safety harness while working at heights



Always wear your seatbelt while driving

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.
Ready?



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2019-2020 Batch

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20-April-2020

Rohit Lawkush Mane
S/O Lawkush Near Ganesh Builders, 52, Bhima Nagar, Jule Solapur, Indrinagar (N.V.) Indrinagar
Solapur, South Solapur, Maharashtra, Pin - 413004

Dear Rohit,

Welcome to Vodafone!

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your initial place of posting will be Vodafone Office located at Pune, EON. However, during employment with the Company, you may be transferred / deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad.
2. You are expected to join as early as possible and not later than 06-July-2020 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.
6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
 - The relieving / resignation acceptance letter from your present employer
 - 3 passport size photographs & a copy of your PAN card

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7. The Compensation and Benefits Program applicable at Band I is enclosed for your reference in Annexure 1 & 2.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**

Gopal Saha
General Manager – Resourcing

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Rohit Lawkush Mane	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance ¹	11,803.22	141,638.64
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	1,800.00	21,600.00
Total Fixed Pay (A+B)	32,196.97	386,363.64
Component (C) - Target GSTIP ³		
Target GSTIP is @ 10% of Fixed Pay	3,219.70	38,636.36
Total Target Cash ⁴ (Fixed Pay + GSTIP)	35,416.67	425,000.00
1. Management Allowance and Target GSTIP ³ are inclusive of the interim bonus as payable under the statute		
2. Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund		
3. GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company & Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out		
4. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to Annual CTC. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit		
Gratuity: 4.81% of Annual Basic Salary. Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		

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Annexure 2 – Monthly/ Annual Benefits:

Monthly/ Annual Benefits		Entitlements for Band H, I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive INR 25,00,000 as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for INR 25,00,000
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Medical Insurance policy for Self & Dependents (Spouse + 2 Children). Self - INR 2,00,000 Spouse -INR 1,00,000 Child 1- INR 1,00,000 Child 2 - INR 1,00,000 You may also opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of INR 11,000 every 2 years (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of INR 800 per month which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: Privilege leave (annual leave) of 22 days Sick leave - 7 Days Casual leave - 7 Days In addition, there will be 11 calendar holidays and Maternity / Paternity / Adoption / Surrogacy Leave as per Company's Policy

In our endeavor to provide market competitive and best in class benefits to our employees, we continue to review our policies and proposition from time to time.

Equip yourself with the HR Policies to know your benefits in detail.

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Date: 20 April 2020

LETTER OF INTENT

Dear Rohit Lawkush Mane ,

With reference to your application and the subsequent interviews with us, we are pleased to offer you the position of **Engineer Trainee** on the following terms and conditions:

1. Your initial place of posting will be at the SEZ unit of the Company located at **Pune_EON**.
2. You are expected to join us on **6 July 2020**, failing which we will presume that you have no interest in seeking training with us. Accordingly, this offer for training will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.
3. Please submit photocopies of the following documents at the time of your joining:
 - a) Documentary evidence of date of birth
 - b) Attested photocopies of all educational qualifications (**SSC, HSC, Degree/Diploma**) b) Six passport size photographs
 - c) Blood group proof (medical test report / any ID with Blood Group mentioned) d) PAN card copy

*This offer is subject to your successful completion of graduation and submitting the educational credentials within 90 days from the date of joining.
4. The Compensation and Benefits Program applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.
5. This is not a Letter of Appointment but a Letter of Intent (LOI) granting you training facilities in our organization.
6. The formal Letter of Appointment (LOA) will be issued at the time of your joining.
7. You will be on training for a period of 12 months from the date of joining
8. On completion of your training, based on your performance, you will be considered for absorption in the regular cadre of the Company as an employee.
9. **Please sign and return the duplicate copy of this letter, indicating your acceptance.**

We look forward to your joining us.

For Vodafone India Services Private Limited



Gopal Saha
General Manager, VISPL Resourcing



Let's be absolutely safe



Always wear
a helmet
while riding



Do not talk
on phone while
driving



Never drive under
the influence of alcohol
or illegal drugs



Electrical problems
should only be fixed
by qualified workers



Never exceed
speed limits



Use suitable protective
equipment and attach
safety harness while
working at heights



Always wear your
seatbelt while
driving

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.
Ready?



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ESTC Dept
2019- 2020 Batch

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(218)

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20-April-2020

Keshav Kunal

S/O Brajesh Kumar, Ramu Thakur Lane, Shahid Bhagat Singh Chowk, Ahiyapur, Muzaffarpur,
Bihar, Pin-842001

Dear Keshav,

Welcome to Vodafone!

We are pleased to offer you the position of Engineer Trainee at Band I with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your initial place of posting will be Vodafone Office located at Pune, EON. However, during employment with the Company, you may be transferred / deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad.
2. You are expected to join as early as possible and not later than 06-July-2020 after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. Your employment is subject to a **probation period of 12 months** from the date of joining the services of the Company. During this probation period, the Company shall evaluate your performance and may confirm your appointment vide an appropriate "Confirmation Letter".
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5. This letter of intent is conditional and subject to clearance of the **pre-employment background verification** conducted by the Company.
6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
 - The relieving / resignation acceptance letter from your present employer
 - 3 passport size photographs & a copy of your PAN card

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7. The Compensation and Benefits Program applicable at Band I is enclosed for your reference in Annexure 1 & 2.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited**

Gopal Saha
General Manager – Resourcing

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

Vodafone India Services Private Limited
Ground to fourth Floor, Cluster D, Wing-3,
EON Free Zone, IT & ITES Special Economic Zone,
MIDC Kharadi, Pune- 411014, Maharashtra, India

C2- VODAFONE RESTRICTED
T (+91) 020 71274000
Vodafone.com

Registered Office: Vodafone House, Corporate Road, Prahlad Nagar, Off S.G. Highway, Ahmedabad – 380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960



Annexure 2 – Monthly/ Annual Benefits:

Monthly/ Annual Benefits		Entitlements for Band H, I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive INR 25,00,000 as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for INR 25,00,000
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children). Self - INR 2,00,000 Spouse - INR 1,00,000 Child 1 - INR 1,00,000 Child 2 - INR 1,00,000 You may also opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of INR 11,000 every 2 years (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of INR 800 per month which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: Privilege leave (annual leave) of 22 days Sick leave - 7 Days Casual leave - 7 Days In addition, there will be 11 calendar holidays and Maternity / Paternity / Adoption / Surrogacy Leave as per Company's Policy

In our endeavor to provide market competitive and best in class benefits to our employees, we continue to review our policies and proposition from time to time.

Equip yourself with the HR Policies to know your benefits in detail.

Vodafone India Services Private Limited
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 MIDC Kharadi, Pune- 411014, Maharashtra, India

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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Keshav Kunal	
Designation	Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary (35% of TTC)	12,395.83	148,750.00
Housing Rent Allowance (HRA - 50% of Basic)	6,197.92	74,375.00
Management Allowance ¹	11,803.22	141,638.64
Component (B) - Retirals ²		
Provident Fund (Company Contribution)	1,800.00	21,600.00
Total Fixed Pay (A+B)	32,196.97	386,363.64
Component (C) - Target GSTIP ³		
Target GSTIP is @ 10% of Fixed Pay	3,219.70	38,636.36
Total Target Cash ⁴ (Fixed Pay + GSTIP)	35,416.67	425,000.00
¹ Management Allowance and Target GSTIP ³ are inclusive of the interim bonus as payable under the statute ² Retirals includes Provident Fund @ 12% of Basic Salary which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund ³ GSTIP is Global Short Term Incentive Plan - GSTIP pay-out is subject to Company & Employee performance as per applicable GSTIP Plan and continued employment with VSS India on the date of pay-out ⁴ Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target GSTIP. Fixed pay includes Retiral Benefit		
Gratuity: 4.81% of Annual Basic Salary. Pay-out as per Gratuity Act. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		

Vodafone India Services Private Limited
Ground to fourth Floor, Cluster D, Wing-3,
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380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960



Let's be absolutely safe



Always wear
a helmet
while riding



Do not talk
on phone while
driving



Never drive under
the influence of alcohol
or illegal drugs



Electrical problems
should only be fixed
by qualified workers



Never exceed
speed limits



Use suitable protective
equipment and attach
safety harness while
working at heights



Always wear your
seatbelt while
driving

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.
Ready?



Vodafone India Services Private Limited
Ground to fourth Floor, Cluster D, Wing-3,
EON Free Zone, IT & ITES Special Economic Zone,
MIDC Kharadi, Pune- 411014, Maharashtra, India

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Vodafone.com

**Registered Office: Vodafone House, Corporate Road, Prahlad Nagar, Off S.G. Highway, Ahmedabad
380051, Gujarat, India. Corporate Identity No. U64201MH1999PTC294960**

Date: 20 April 2020

LETTER OF INTENT

Dear Keshav Kunal,

With reference to your application and the subsequent interviews with us, we are pleased to offer you the position of **Engineer Trainee** on the following terms and conditions:

1. Your initial place of posting will be at the SEZ unit of the Company located at **Pune_EON**.
2. You are expected to join us on **6 July 2020**, failing which we will presume that you have no interest in seeking training with us. Accordingly, this offer for training will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.
3. Please submit photocopies of the following documents at the time of your joining:
 - a) Documentary evidence of date of birth
 - b) Attested photocopies of all educational qualifications (**SSC, HSC, Degree/Diploma**) b) Six passport size photographs
 - c) Blood group proof (medical test report / any ID with Blood Group mentioned) d) PAN card copy

*This offer is subject to your successful completion of graduation and submitting the educational credentials within 90 days from the date of joining.
4. The Compensation and Benefits Program applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.
5. This is not a Letter of Appointment but a Letter of Intent (LOI) granting you training facilities in our organization.
6. The formal Letter of Appointment (LOA) will be issued at the time of your joining.
7. You will be on training for a period of 12 months from the date of joining
8. On completion of your training, based on your performance, you will be considered for absorption in the regular cadre of the Company as an employee.
9. **Please sign and return the duplicate copy of this letter, indicating your acceptance.**

We look forward to your joining us.

For **Vodafone India Services Private Limited**

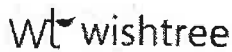


Gopal Saha

General Manager, VISPL Resourcing

ESTC Dept.
2019-2020 Batch

218



18th Dec 2019

Dear Mr. Sumedh Koche,

We hereby confirm that you have been selected for Internship with Wishtree Technologies as **Software Developer-Intern** at **Pune** location. The terms of internship are as follows.

- Date of Joining : January 06, 2020
- Last Date of Internship : May 15, 2020
- Office Hours : 9:00 am to 6:45 pm
- Working Days : Monday to Friday
- Monthly stipend of Rs. 6,000 will be issued as a compensation towards travel and meals expenses, the amount being adjusted prorata for attendance.

We expect the intern to adhere to the personal and business conduct guidelines of the company and act in accordance with the values and principles of the company

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

At the time of joining you are requested to bring self-attested copy of the following documents;

- Secondary school mark-sheet containing among other details your date of birth.
- Photo ID Proof (Driving License/ Passport/ Aadhaar Card/ Voters ID)
- Offer Letter issued by Wishtree.
- One passport size photograph
- College Identity card.
- Authorisation Letter from College.

Best Regards,

For Wishtree Technologies LLP
Antimbala Chouhan
Manager – Human Resources

Wishtree Technologies LLP (Registration # AAA 2812)

Ahmedabad: 6th Floor, BD Patel House, Naranpura, Ahmedabad - 380014
Pune: B 311, GO Square, Wakad, Pune - 411057

www.wishtretech.com

Birdvision Consulting Pvt Ltd
Mujumdar Apartment, Fergusson College Rd,
Pune, Maharashtra 411004
December 2nd, 2019

Dear Mr. Mayank Chourasia,

Bird Vision is pleased to extend an offer to you intern come placement opportunity. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your joining date will be January 3rd, 2019. Your employment with Bird Vision is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this offer, please sign this letter and return it to us at your earliest convenience.

Please feel free to mail if you have any questions.
We look forward to welcoming you to our team!

Sincerely,

Thanks and Regards
Mahaveer Muttha
Director, Bird Vision

Mayank Chourasia
I hereby accept the offer

Signature

Date

Birdvision Consulting Pvt Ltd
Mujumdar Apartment, Fergusson College Rd,
Pune, Maharashtra 411004
December 2nd, 2019

Dear Mr. Amey Nerkar,

BirdVision is pleased to extend an offer to you intern come placement opportunity. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your joining date will be January 3rd, 2019. Your employment with BirdVision is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this offer, please sign this letter and return it to us at your earliest convenience.

Please feel free to mail if you have any questions.
We look forward to welcoming you to our team!

Sincerely,

Thanks and Regards

Mahaveer Muttha
Director, Bird Vision

Amey Nerkar
I hereby accept the offer

Signature

Date

HRD/3T/1000967853/20-21

December 1, 2020

Mr. Sanket Rajesh Urane
R-2, Shubhashree Woods
Near Datta Mandir,
Pune-411027
India

Ph: +91-7507003930

Dear Sanket,

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: 2020.12.01 15:29:47 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/1000967853/20-21

December 1, 2020

Mr. Sanket Rajesh Urane
R-2, Shubhashree Woods
Near Datta Mandir,
Pune-411027
India

Ph: +91-7507003930

Dear Sanket,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Jan-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2019-20. 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: 2020.12.01 15:29:47 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Sanket Rajesh Urane			
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 Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Sanket Rajesh Uране
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

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



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Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear AMAN ADARSH ,,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

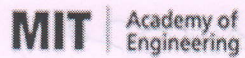
We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

5/11/22, 10:55 AM

MIT Academy Of Engineering Mail - byjus selection

(224)



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

byjus selection

1 message

roy mathew <mitaoeroy@gmail.com>

Wed, Jul 29, 2020 at 11:58 AM

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

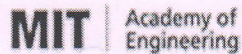
1. Akshit kumar

Roll no - BETA070

Branch - ENTC

2, yash agarwal, mechanical

225



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

Fwd: Regarding NOC

1 message

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

Sun, Aug 30, 2020 at 3:33 PM

Put in updates before you send.

He is selected in byjus

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

From: **abhijit ganesh malte** <agmalte@mitaoe.ac.in>
Date: Sun, 30 Aug, 2020, 11:46 AM
Subject: Regarding NOC
To: <mitaoeroy@gmail.com>

Sir, as we discussed overcall I got selected in BYJUS as BDE but sir for joining that I request you to please issue NOC to me.

My details are as follows

Name- Abhijit Ganeshrao Malte
PRN - 0520180104
Department - Electronics and Telecommunication
Year - Final year
Date of birth- 22/03/1995



27th November 2020

Sub: Offer of employment by Pin Click

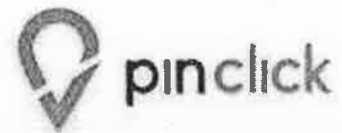
Dear **Saurabh Pandey**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from 6th January 2021.

The terms of our offer are as follows:

1. The details of your annual earnings are attached here with as Annexure A once the PPO is conformed 4.8 LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside .In which case, all transfer facilities applicable by company policies will be made available to you
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day's salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days' notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click ,you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Saurabh Pandey	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	1,042	12,504
	Sub-Total I / Gross Pay	18,492	2,21,904
Benefits			
B	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1508	18,096
Total A + B	Cost to the Company	20,000	2,40,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Saurabh Pandey	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub Total II	1,260	15,120
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		40,000	4,80,000
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the stay professional tax and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co-Founder

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Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the company . The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with pin click I under take to conform to the terms and conditions set out above as well as other policies , procedures instructions, etc., as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____ Anticipated Start Date: _____



Connecticus
Connecting Minds

Connecticus Technologies Pvt Ltd
Office No. 503, 5th Floor,
Fortune Business Center,
Kaspate Vasti, Wakad,
Pune 411057

Phone : 91 9850061680
Email : connect@connecticus.in
Website : www.connecticus.in

Date: 13th Oct 2020

Offer Letter

Dear Shubham Patil,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as a "Software Trainee Engineer" at Connecticus Technologies, Wakad, Pune. You are required to join on or before 19th Oct 2020. Your appointment will be on the following terms and conditions -

1. Your annual pay package is INR 2,40,000/-
Below are monthly salary components:

Basic	INR 8000
HRA	INR 4000
Special Allowance	INR 6200
EPF Employer Component	INR 1800
CTC/Month	INR 20000

2. You are required to sign a 'Non-Disclosure Agreement' with the company at the time of joining the Company. This is to ensure that all the proprietary information, documents, literatures, invention obtained / made during your tenure with the company, will not be utilized by you at any point of time to undermine the interest of the Company.

3. From the date of joining the services of the organization, you will be covered under one months notice period, as well as the Service Agreement. You would be governed by the service conditions prevailing at the time of joining.

Looking forward to having you with us.
For Connecticus Technologies Pvt Ltd.

Regards,


Rupali Deshmukh

Director – (Finance and Operations)
Connecticus Technologies

Vikas Singh <vssingh@mitaoe.ac.in>

MIT Academy of Engineering**Fwd: Congruex Asia Pacific LLP : Campus selections**

2 messages

Mathew Roy <dir.tnp@mitaoe.ac.in>
To: tp2020all@mitaoe.ac.in

Wed, Jan 20, 2021 at 4:48 PM

Congreux Asia pacific LLP has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

No	First Name	Middle Name	Last Name	Degree	Branch	Campus
1	Chaitanya	Hanmant	Gangatirkar	B.E.	Electronics Engineering	MITAOE
2	Gayatri	Raosaheb	Jagadale	B.E.	Civil Engineering	MITAOE
3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

We wish them all the best!!!

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

Fri, Feb 25, 2022 at 4:01 PM

On Wed, Jan 20, 2021, 3:37 PM Anil Kumar Pacha <anil.pacha@mitaoe.ac.in> wrote:
Dear Sir,

Congreux Asia pacific LLP has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

No	First Name	Middle Name	Last Name	Degree	Branch	Campus
1	Chaitanya	Hanmant	Gangatirkar	B.E.	Electronics Engineering	MITAOE
2	Gayatri	Raosaheb	Jagadale	B.E.	Civil Engineering	MITAOE
3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

Forwarding herewith the mail confirmation received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----
From: Rushikesh Choudhari <rushikesh.choudhari@mitwpu.edu.in>
Date: Wed, Jan 20, 2021 at 12:35 PM



2nd Feb 2021

Ms. Shivani Gosavi,
D-704 Sai dutta Niwas telco colony
Dattanagar, Katraj (Pune) 411046

Subject: OFFER OF TRAINING

Dear Ms. Shivani,

We are pleased to appoint you as “**Graduate Engineer Trainee (Level IV-B)**” effective from **8th February 2021** on the following terms and conditions:

1. Your initial training will be for a period of one year from **8th February 2021** to **7th February 2022**
2. Your salary and perquisites shall be as follows:
 - Basic salary – Rs. 20785/- (Rupees Twenty-Six Thousand Five Hundred Only) per month.
 - H. R. A. – Rs.6236 (30% of the basic salary per month)
3. You will at all times obey the Rules and Regulations prescribed by the Company through their Code of conduct and not divulge or communicate to any person / persons natural or juristic, any information (whether of technical, commercial or general nature) about the affairs of the Company or of their Management during the period of training or even thereafter.
4. You will be entitled to casual leave of 7 days per annum and sick leave of 7 days per annum and earned leaves of 15 days per annum. The modalities of computation of the above leave would be as per company's rules.
5. This offer for training does not bind the company to provide regular employment to you during or after the completion of your training period nor does it entitle you to claim employment in the Company during or after the completion of your period of training.
6. After satisfactory completion of your training and subject to the availability of vacancies in the company at that time, you will be confirmed in the regular service of the company in writing.
7. You shall at all times well and truly account for and shall, when so required hand them over to responsible authority all properties and things belonging to the Company which may have been placed in your custody or under your superintendence or may otherwise have come into your possession or under your control.
8. You may be posted, from time to time to any office or factory or associate or subsidiary of the company and to any shift in case the factory works more than one shift. Your working hours will be determined by the office or factory to which you are posted from time to time.

SPARK MINDA TECHNICAL CENTRE (MINDA CORPORATION LIMITED)

CIN: L74899DL1985PLC020401

Office Address: E -5/2, Chakan Industrial Area, Phase – III, MIDC, Nanekarwadi, Tal : Khed, Pune.
Chakan, Maharashtra - 410501, India

TEL: +91 2135 661400; FAX: +91 2135 661527

Registered Office: A-15, Ashok Vihar, Phase-I, Delhi - 110052.

Website: www.sparkminda.com

You will be required to reside at the place where your posting is and to make your own arrangements for residence at the place.

9. You will keep the Management informed about any change in your address from time to time. A notice served by post at the last address known to the Management will be deemed to have been personally served on you.

10. You will be subject to three-month notice period on either side or pay in lieu thereof on cessation of engagement.

11. Since during the course of your employment with our Company you would come to possess valuable and precious data relating to intellectual properties of the Company and there is likelihood that this data may be used by you during the course of your employment if you join the services with the competitor of the company, which may result in affecting the business operations of our company. It is therefore hereby agreed by you that on cessation of your employment with our company, you shall not join the services of a firm/company whose products are similar to that of our company and who is in direct competition with our company in the business operation in the market for a period two years after cessation of your employment in our company.

12. You will disclose and assign to the company forthwith any discoveries/invention made by you during the tenure of your employment with the company and such invention will be the sole property of the company.

13. Notwithstanding anything to the contrary, this contract will be deemed to have been concluded at Delhi for all intents and purposes.

If you accept the above terms and conditions, please return the duplicate copy of this letter, duly signed as token of your acceptance.

Yours faithfully,

For Spark Minda Technical Centre


Suresh D

GCTO & CEO - SMIT

(Signature)

I have carefully read the terms & conditions of the training and hereby confirm my acceptance of the same

SPARK MINDA TECHNICAL CENTRE (MINDA CORPORATION LIMITED)

CIN: L74899DL1985PLC020401

Office Address: E -5/2, Chakan Industrial Area, Phase - III, MIDC, Nanekarwadi, Tal : Khed, Pune.

Chakan, Maharashtra - 410501, India

TEL: +91 2135 661400; FAX: +91 2135 661527

Registered Office: A-15, Ashok Vihar, Phase-I, Delhi - 110052.

Website: www.sparkminda.com

2nd February 2021

Ms. Shivani Gosavi.
D-704 Sai dutta Niwas telco colony
Dattanagar, Katraj (Pune) 411046

Dear Ms. Shivani,

The Management is pleased to reimburse you the following:

1. You will be paid Rs. 800/- (Rs. Eight Hundred only) per month towards the Transportation expenses for Journey from Residence to Office & back.
2. You will be paid Rs. 100/- (Rs. One hundred only) per month towards Uniform Allowance for performing the Official duties.
3. You will be reimbursed maximum upto Rs. 250/- per month towards medical expenses

Other travel expenses will be as per the rules of the company applicable to your level & position.

Thanking you,

Yours faithfully,

For Spark Minda Technical Centre



Suresh D
GCTO & CEO - SMIT

Accepted

SPARK MINDA TECHNICAL CENTRE (MINDA CORPORATION LIMITED)

CIN: L74899DL1985PLC020401

Office Address: E -5/2, Chakan Industrial Area, Phase – III, MIDC, Nanekarwadi, Tal : Khed, Pune.

Chakan, Maharashtra - 410501, India

TEL: +91 2135 661400; FAX: +91 2135 661527

Registered Office: A-15, Ashok Vihar, Phase-I, Delhi - 110052.

Website: www.sparkminda.com

2020 Batch

ESTC Branch

229



Offer: Computer Consultancy
Ref: TCSL/DT20195633826/Pune
Date: 26/02/2021

Ms. Apurva Avinash Borghare
Rajiv Gandhi Square, Sanskar Nagar, Takiya Ward, Bhandara.,
Near Khan Marriage Hall,
Bhandara-441904,
Maharashtra.
Tel# 91-8999686078

Dear Apurva Avinash Borghare,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential
TCSL/DT20195633826

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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TCSL/DT20195633826

3

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



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

TCS Confidential

TCSL/DT20195633826

5

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior



written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

TCS Confidential

TCSL/DT20195633826

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tower, 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



19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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

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



- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Apurva Avinash Borghare
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:- Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

ESTC Branch
2020 Batch

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Offer Letter

Date: 25th February, 2021

To,

Rahul Prakash Medidar,

Permanent Address: B, 304, Raghav apartment, near mhatre chowk, Manjarli, badlapur west, Pin code 421503

Contact Details: 7276298910

Dear Rahul Prakash Medidar,

K2V2 Technologies Pvt. Ltd. (Kylas) is pleased to extend you an offer as Associate Business Development - Sales (Kylas). We strongly believe that your knowledge and expertise will be a great asset to the company.

Your Tentative Date of joining will be 8th March 2021.

Your agreed Annual CTC will be 360,731.00/- The breakup of the same is in Annexure - I.

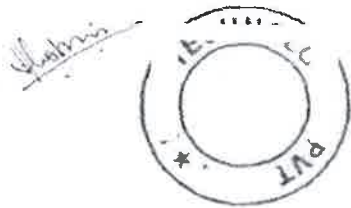
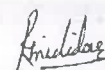
Clause:

1. The figure of Gross Salary given in Annexure - I will be considered for the Annual appraisal.
2. Company has full rights to terminate employment if it is found that the employee is working as consultant full time or part time with any other individual or company and company has rights to hold back 01 month gross salary as a penalty. Signing this offer letter confirms that you have accepted the position stated above and have confirmed the joining date to be 8th March 2021 with full understanding.
3. Background Verification - K2V2 Technologies Pvt. Ltd. (Kylas) adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided.

This will help us verify your 1) Education Credentials (Bachelor's Degree/Post Graduate Degree etc.) and 2) Employment Credentials

Note: Based on certain business requirement and statutory rules K2V2 Technologies Pvt. Ltd. (Kylas) may initiate certain additional checks during your tenure in K2V2 Technologies Pvt. Ltd. (Kylas) and by accepting this offer you agree to undergo such additional checks. K2V2 Technologies Pvt. Ltd. (Kylas) will not take any individual approval for the same. This offer stands valid subject to positive clearance of the Background Verification checks.

To accept this offer please sign at the bottom of the page indicating your acceptance and email the same back to us by 26th February 2021. We look forward to your response.

K2V2 Technologies Private Limited

s. I.do

Registered Office: 2nd & 3rd Floor, H No. 1/2, Near Hotel Holiday Inn, Above Maruti Suzuki Sumakirti Cars, Mahalunge, Pune, Maharashtra - 411 052, INDIA. Phone: +91 20 6689 9175

Pune • Mumbai • Bangalore • Delhi • Hyderabad • Chennai • Kolkata

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List of Documents Required to be Submitted within 7 days of Signing of Offer Letter:

You are required to share the soft copies of the following documents with us. In addition, you will have to produce original and one set of photocopies of the following documents at the time of joining.

- e Present address proof
- O Permanent address proof - 2 copies
- e Aadhar Card - Mandatory - 3 copies
- e Pan card - Mandatory - 2 copies
- e 4 Passport Size Photos
- e Relieving letter from previous employer (US applicable) *
- e Certificate of last exam passed
- e Salary slips of last three months if applicable or declaration of income in current financial year.
- O EPF documents if applicable (UAN No).

"Some organizations issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department

ANNEXURE - ₹

Basic	11 666.67	140 000.00
HRA	4 666.67	56 000.00
Special Allowance	11 033.33	132 400.00
Employer's contribution to PF 12.9% of Basic+Special Allowance	1 800.00	21 600.00
Medical and Accidental insurance		4 000
Gratuity		6 731
Less:		
Employer's contribution to PF 12.4% of Basic+Special Allowance	1 800.00	21 600.00
Employee contribution 12.36% of Basic+Special Allowance	1 800.00	21 600.00
Employer contribution 3.2536% of fixed component		
Employee contribution 0.7596% of fixed component		
Professional Tax	200	2 500

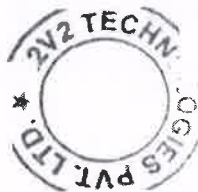
Note:

1. Income tax will be calculated at actual as per income tax rule.
2. The above break up is based on prevailing statutory norms & is subject to revision with any change in the compliance law.

Kylag

Accepted By

Director



Rahul Prekash F. Fadidar

Rahul Prekash F. Fadidar



SGI/OL/2021/83

March 26, 2021

Manish Kailas Gaykar

16, Niwara Darshan, Chehedi Pumping ,
Nashikroad, Nashik - 422101

Dear **Manish Kailas**,

We are pleased to confirm our offer of employment to you. Set below are details of your employment, compensation and benefits package (hereinafter referred to as "Terms and Conditions of Employment").

- 1 Position, Location, Working Hours, Shift Working, Retirement and Right of Scientific Games**
- 1.1 You will be employed as **Associate Software Quality Assurance Engineer** by Scientific Games India Private Limited (hereinafter called as Scientific Games / Company).
- 1.2 You will be based at our office in **Pune**. However, your services are transferable, and you may be seconded or deputed to any operation under the management of Scientific Games, their parent, subsidiaries or affiliates whether in India or abroad.
- 1.3 Except as provided herein, the period commencing on the date of commencement of your employment with the Company and expiring on the date of termination of your employment with the Company shall be referred to as the "Employment Term". The Offer Letter, or any amendment thereto, is not intended to create, and does not create, an agreement of employment for any specific term.
- 1.4 You will be on probation until your successful completion of the probationary period is confirmed in writing. **The probation period is six months and may be extended at your managers' discretion.** At any time during this probation period you or the company may terminate your employment by giving one month notice in writing or by payment of pro-rated one month annual gross salary.
- 1.5 During the term period of this Agreement, the Company may change your above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, or adjustments made to the employee's responsibilities without any change to employee's post (or position).
- 1.6 You are agreeing that during the Employment Period, you shall devote your full business time to the business affairs of the Company and shall perform the duties assigned to you faithfully and efficiently, and shall endeavour, to the best of your abilities to achieve the goals and adhere to the parameters set by the Company.
- 1.7 Your working week will consist of 45 working hours. Your weekly day off need not necessarily be on Sundays in case you are working on a shift basis.
- 1.8 Scientific Games may at any time on issuance of prior notice in writing require you to work on a shift basis. In such circumstances, you will be allocated to an appropriate roster.

Scientific Games India Private Limited

Registered Office: Unit-1 & 4, 11th Floor, Crest Building, International Tech Park Chennai, Taramani – CSIR Road, Chennai-600 113, INDIA.
Telephone: +91-44-4221 2000. Email: HR.India@scientificgames.com, www.scientificgames.com

1.9 Retirement age in the Company is 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice at the sole discretion of the Company. You may also be retired earlier if found to be medically unfit by a certified doctor.

1.10 Scientific Games reserves the right to change any terms and conditions related to employment, mentioned in the offer letter and the Rules and Regulations governing the conduct of the employees in the Company. Such changes would be intimated by the Company through an internal communication to the employees at large.

2 Compensation

2.1 Your Total Remuneration will be **INR 6,15,144/-** (Rupees Six Lakh, Fifteen Thousand, One Hundred and Forty Four Only).

2.2 The Remuneration will include the Company's **Performance Excellence Plan (PEP)**. The Company reserves the right to change the plan at any time and both parties understand that as a benefit, it is not guaranteed (Refer Annexure). Such changes would be intimated by the Company through an internal communication to the employees at large.

2.3 You will be liable to pay all taxes and liabilities as required under Indian Tax Laws. With the exception of the obligation to withhold taxes from your remuneration, Scientific Games assumes no responsibility for your personal tax matters. The tax liability/ies during any posting abroad would be indicated separately.

2.4 When your employment ends any leave balance outstanding in your name may be encashed subject to a limit of 48 and subject to the discretion of the management. This limit can be changed time to time at the sole discretion of the Company. Any such change will be announced to the employees at large through an internal communication. If you are summarily dismissed or leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

3 Retirals

3.1 Contributions to provident fund will be made at the rate of 12% of monthly basic salary. There will be a matching statutory contribution of 12% of monthly basic salary by the company. Both contributions are part of the Total Remuneration amount as in para 2.1 above. The rates are subject to change if the relevant laws are modified by the regulatory authorities.

3.2 Gratuity will be provided at the rate of 15 days of basic salary for every year of service, to be availed of only after five years of service. Contributions are part of the Total Remuneration amount as in para 2.1 above.

4 Insurance

You will be covered under companies Group Medical & Life Insurance policy as stated below:

Life Insurance coverage for employee : INR 40,00,000.00

Accident Insurance coverage for employee : INR 15,00,000.00

Family Medical Insurance coverage : INR 6,00,000.00

Premiums on the above insurance policies are part of the Total Remuneration amount as in para 2.1 above.

5 Notice of Termination of Employment



- 5.1 You may terminate your employment by giving one month notice in writing to Scientific Games. Scientific Games shall at its sole discretion may decide to relieve you before the completion of the notice period by paying for the remainder of the notice period. On situations where you request for an early release, Scientific Games at its sole discretion can decide to accept or deny such a request, and to either recover or waive off balance notice period pay. In the event Scientific Games deny to waive off your balance notice period pay, you hereby acknowledge and agree that Scientific Games shall have the liberty to setoff or adjust balance notice period pay from the wages payable towards full and final settlement.
- 5.2 Scientific Games may terminate your employment by giving you one month notice in writing or by payment of pro-rated one-month annual gross salary.
- 5.3 Scientific Games may terminate your employment with immediate effect upon your gross misconduct resulting in material damage to the Company, willful insubordination or disobedience, theft, fraud or dishonesty, willful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other willful and material breach of this Agreement. If at any time you violate to a material extent any of the covenants or agreements set forth in Sections 7 and 11, the Company shall have the right to terminate all its obligations to make further payments under this Agreement. You are acknowledging that the Company would be irreparably injured by a violation of Section 7 or 11 and agrees that the Company shall be entitled to an injunction restraining you from any actual or threatened breach of paragraph 7 or 11 or to any other appropriate equitable remedy without any bond or other security being required.

6 Confidentiality

- 6.1 You shall perpetually treat as strictly confidential all records, data, and other information that comes within his/her knowledge during the Employment Term. Further, you shall not copy, reproduce and/or disclose any of the Confidential Information to any other party without the prior written consent of the Company. The term "**Confidential Information**" includes, but is not limited to the following information, whether in oral, written, diskette, graphic or machine readable form: (a) information or material proprietary to the Company, including, but not limited to, information relating to the business affairs of the Company and/or any of its customers, clients, vendors, suppliers, consultants, employees, distributors or service providers, (b) information designated as confidential by the Company, (c) information about the Company and/or its business acquired by the Employee by virtue of his/her employment with the Company, (d) information created, discovered, developed or made known to the Company by the Employee during the period of or arising out of the Employee's performance of his/her obligations, (e) trade secrets of the Company; (f) policies, employee names or information, consultant names or information, customer base, manuals, designs, procedures, formulas, discoveries, inventions, improvements, concepts, ideas, future plans and budgets, unannounced organizational or staffing changes, financial analyses, competitive analyses, management information, technical data and market studies; and (g) any other information imparted in confidence to the Employee by the Company. "Confidential Information" shall not include information which is now, or which hereafter, becomes, through no wrongful act or omission on the part of the Employee, in the public domain.
- You must not anywhere, at any time after termination of your services or employment with the Scientific Games, either personally or through agents, friends or relatives, directly or indirectly, represent yourself as being connected to or interested in any way in the business



of the Scientific Games. In the event of breach of any of the conditions mentioned above, the Scientific Games shall be entitled to injunctive relief and / or specific performance of the Terms and Conditions of Employment.

- 6.2 On the date of termination of Employee's employment with the Company or at such time as directed by the Company, you shall return to the Company all Confidential Information furnished by the Company and shall not retain duplicates or other record of such information. Further, you shall cause the destruction of all written material, memoranda, notes, and other writings or digital and electronic recordings whatsoever based upon the Confidential Information, wherever located and, you shall give a written certification for such destruction.

7 Non-Solicitation of Customers and Employees and Non-Compete

- 7.1 You will not for a period of one year after termination of your employment, either directly or indirectly, and whether on your own behalf or on behalf of any other business or person which is in competition with any business carried out by Scientific Games either in India or anywhere globally, canvas, solicit, attempt to entice away or otherwise accept the custom or business of any client of Scientific Games for whom Scientific Games has provided service and with whom you have had business dealings on behalf of Scientific Games within the last 24 months of your employment, and
- 7.2 You will not for a period of one year after termination of your employment solicit or entice away or engage from Scientific Games or offer or cause to be offered any employment to any person employed by Scientific Games during the last 24 months of your employment (whether or not such person would be in breach of their employment or appointment terms).
- 7.3 You will not for a period of one year after termination of your employment perform your duties for any person or entity which competes with Scientific Games business either in India or anywhere globally if Scientific Games is still engaged in the company business during this 12 month period.
- 7.4 In consideration of the compensation being paid by the Company, and in recognition of the fact that you will have access to Confidential Information and other valuable rights of the Company, you acknowledge and agree that you have certain obligations to the Company with respect to non-competition and non-solicitation of the Company's customers and employees, as more fully set out in Sections 7.1, 7.2 and 7.3 of this Offer Letter. You further acknowledge and agree that you will continue to adhere to these obligations, notwithstanding his/her termination of employment with the Company.
- 7.5 You agree that, during your employment with the Company, and after your employment with the Company terminates for any reason, you shall not, publicly or privately, disparage or make any statements (written or oral) that could impugn the integrity, acumen, ethics or business practices of the Company, except to the extent (and only to the extent) necessary in any judicial action to enforce the provisions of the Offer Letter, or any amendment thereto, or in connection with any judicial or administrative proceeding to the extent required by applicable law.
- 7.6 You agree that the duration and scope of this restrictive covenant provision, set forth in this Section 7 is reasonable. Further, if a court determines the restrictive covenants set forth by the Company are overbroad, vague, or unenforceable in any respect, the court may enforce the restrictive covenants to the greatest extent the court deems appropriate and may modify the covenant accordingly.

8 Intellectual Property

- 8.1 You agree that all intellectual property, including without limitation inventions, improvements, ideas and discoveries, whether patentable, copyrightable and/or reduced to tangible form (collectively hereinafter "**Intellectual Property**") made by you during the Employment Term, either alone or jointly with any other person(s), whether or not during regular business hours, which relate to or are connected or are capable of being worked in connection with the Company's business activities, are the sole property of the Company. You will disclose fully to the Company such Intellectual Property, both while in the service of the Company and thereafter and at the request and at the expense of the Company and take such steps as may be necessary for the Company to obtain applicable protection for such Intellectual Property. You shall, at the expense of the Company, assign absolutely and beneficially all such Intellectual Property and right, title and interest in and to the same, which is now in existence or hereafter created (and related improvements), which are required to be disclosed by the terms of this Agreement, or any amendment thereto, to the Company or as it may direct from time to time. You agree to waive all rights granted by Section 57 of the Indian Copyright Act of 1957, which may vest in the Employee (whether during the date of this termination of the Terms and Conditions of Employment) in connection with your authorship of any copyright works created in the course of your employment with the Company. All such copyright works shall belong to the Company.

9 Offer Validity

- 9.1 This offer is **valid for a period of 3 days from the date of issue**. We need a written communication on your acceptance and date of joining, within 3 days else the offer stands withdrawn.
- 9.2 The company has made the offer of employment based on the bonafide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.

10 Equitable Relief

You agree that your obligations as set forth by the Offer Letter or any other amendments are necessary and reasonable in order to protect the Company's business and you expressly agree that monetary damages would be inadequate to fully compensate the Company for any breach by you of the Offer Letter or any other amendments. Accordingly, you agree that any such violation or threatened violation will cause irreparable injury to the Company and that, in addition to any other remedies that may be available, in law, equity or otherwise, the Company shall be entitled to seek equitable relief, including, but not limited to temporary and permanent injunctive relief against any threatened or continuing breach of the Offer Letter or any other amendments, without the necessity of proving actual damages.

11. Obligations of the Employee

- 11.1 You shall comply with all applicable Scientific Games policies and guidelines during the course of this employment, including, but not limited to IT and security practices in connection with access to data, information or systems of Scientific Games. You further undertake and agree not to share or transfer any data, literature, work or material in connection with the Services outside Scientific Games to any third party.

- 11.2 You shall not knowingly do any act or anything, which may injure or tend to injure or adversely affect the reputation of Scientific Games and its businesses.
- 11.3 You shall always ensure that your conduct is in accordance with all the rules, regulations and policies of Scientific Games as notified from time to time, including but not limited to Code of Conduct, Leave Policy and Sexual Harassment Policy. If you violate this term in the agreement, you shall be fully responsible for your actions and Scientific Games shall not be held responsible for any illegal acts committed at your discretion.
- 11.4 You will not take up part-time or full-time employment or consultation with any other party which includes rewards in kind or cash.

12 General Provisions:

- 12.1 **Waiver:** The failure to exercise any right provided in the Offer Letter or any other amendments shall not be a waiver of prior or subsequent rights for the Company.
- 12.2 **Governing law and jurisdiction:** The Offer Letter, or any other amendments shall be governed by, and construed in accordance with the laws of India, and the courts at **Pune** shall have the exclusive jurisdiction to settle any claim or matter arising under the Offer Letter, or any other amendments.
- 12.3 **Binding nature:** You acknowledge that the services to be rendered by you are unique and personal. Accordingly, you may not assign any of your rights or delegate any of your duties or obligations under the Offer Letter or any other amendments. In the event that the Company shall be merged with, or consolidated into, any other corporation or entity, or in the event that the Company shall sell or transfer substantially all of its assets to another corporation or entity, the terms of the Offer Letter or any other amendments shall inure to the benefit of, and be assumed by, such corporation or entity.
- 12.4 **Acknowledgement:** You acknowledge that you had the opportunity to discuss the terms of this Offer Letter with and obtain advice of counsel and ask questions to the Company, which questions were answered to your satisfaction. You also acknowledge that you had sufficient time to, and have carefully read and fully understood the terms of this Offer Letter and is knowingly and voluntarily entering and accepting this Offer Letter.
- 12.5 **Modification of Agreement by Parties:** You agree that the Offer Letter or any Amendment may not be changed, modified, released, discharged, abandoned, or otherwise terminated, in whole or in part, except by an instrument in writing, by both parties.
- 12.6 **Indemnity:** You agree and acknowledge indemnifying Company against any and all losses, damages, consequential damages, claims, or expenses incurred or suffered by Company as a result of your breach of the Offer Letter or any other amendments or any fraud, misconduct or negligence on your part in the course of your employment with the Company.
- 12.7 **Severability:** In the event that any provision of this Offer Letter or any word, phrase, clause, sentence or other portion thereof shall be held to be unenforceable or invalid for any reason, such provision or portion shall be modified or deleted in such a manner by a court of competent jurisdiction so as to make this Offer Letter, as modified, legal and enforceable to the fullest extent permitted under applicable laws.

13 Miscellaneous Provisions



Notices. Any notice, request or instructions permitted or required to be given hereunder by any party to the other shall be in writing and deemed sufficiently given if delivered personally, sent by registered or certified mail, postage prepaid, or sent by facsimile.

If to: **Scientific Games India Private Limited**

Address: Ascendas, Unit 1 and 4, 11th Floor, International Tech Park Chennai,
Taramani - CSIR Road, Chennai - 600113.

If to: **Manish Kailas Gaykar**

Address: 16, Niwara Darshan, Chehedi Pumping,
Nashikroad, Nashik - 422101

Unless in each case either Party, shall have given notice as provided herein of a different address.

Please indicate your acceptance of this offer letter and Terms and Conditions of Employment by signing and returning the duplicate copy of this letter to the HR Representative.

We look forward to welcoming you to **Scientific Games India Private Limited India** and are confident that you will make a very important contribution to our growth and development in India.

Yours sincerely,

Rency Mathew

Vice President, Human Resources
Scientific Games India Pvt. Ltd

I accept this offer of employment and agree to the above Terms and Conditions of Employment. **My date of joining is**

Manish Kailas Gaykar

Date:

ESTC Branch

2000 Batch

232



CORPORATE OFFICE (INDIA)

54/1&2 D - II Block, MIDC - Chinchwad, Pune - 411019, Maharashtra, INDIA.
Phone : +91 20 61300000

Date: 1st July 2021

Ref: HRD/GET /014/2021

Mr. Shrinivas Shinde,
Anand Nagar, Gangakhed,
Parbhani - 431514

Appointment Letter

Dear Mr. Shrinivas Shinde,

This has reference to your application and subsequent interview you had with us; we are pleased to offer contractual employment in our organization as per below details:

Place of Posting	: Chakan II
Department	: Quality
Designation	: Graduate Trainee
Role/Function	: Manufacturing Quality
Reporting Manager	: Mr. Mahadev Pawar - Manager
Duration	: 1 st July 2021 to 30 th June 2022

1. PLACE OF POSTING:

Your initial posting will be at Chakan II.

2. COMPENSATION:

i. We are pleased to appoint you as Trainee Engineer - GET (Quality) on contractual basis for a fixed period of 01 year on a consolidated salary of Rs. 17,500/- per month.

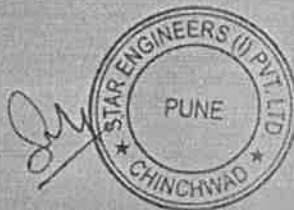
ii. Your contractual appointment will automatically cease at the end of the contract.

This letter of appointment shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within two days from issue of this letter.

We welcome you on-board with our team for a long, successful and pleasant association.

Sincerely,

For Star Engineers India Pvt Ltd.



Authorized Signatory

TECHNOLOGY INNOVATORS

www.starengineersindia.com

C.I.N. U 29299 PN 2003 PTC 018033

TERMS AND CONDITIONS OF THE EMPLOYMENT

1. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** you agree to perform your duties, responsibilities & obligations efficiently & to do best of you ability. You agree that you will devote all of your working time, care & attention & best efforts to such duties, responsibilities & obligations throughout the terms of the employment. You will also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the company shall be in conformity with all the policies, rules & regulations & directions of the company.
- b. **Non Solicitation:** you will not, during course of your employment or at any time thereafter, without the period written consent of the company, directly or indirectly, solicit for employment or employ or otherwise contract of the services of, any person who is employed or engaged (either as an employee or consultant) by the company or any of its associates companies or directly or indirectly induce any such employee to leave his or her employment. This covenant shall survive the termination of your employment with the company & prohibits you from directly or indirectly including the employee with whom you have worked with or been in association with during your employment with the company.
- c. **Other Interest:** you shall not seek membership of any local or public bodies without first obtaining written permission from the management.
- d. **Controlling Interest:** you agree that, so long you are employed by the company, you will not own directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the company. Notwithstanding the foregoing, you may own directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the- counter market.
- e. **Work Hour:** Your working hours at your place of posting shall be as per the rules & regulations of the company, specified from time to time. However you may be required to work additional hours, as may be required from time to time, to carry out your duties & responsibilities effectively.
- f. **Non - disclosure:** you shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterward by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, security arrangements, administrative and / or Organizational matters of a confidential /secret nature, which you may know by virtue of your being the employee of the company.
- g. **Confidentiality:** You shall keep confidential all the information & material provided to you by the company or by its clients concerning their affairs, in order to enable the company to perform the service. This also includes such information as is already known

to the public will also you will not release, use or disclose except with the prior written permission of the company. Your obligation to keep such information confidential shall remain even after termination of this employment.

- h. Proprietary Rights:** you will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, & such discovery, invention, process or improvement shall belong absolutely to & be the sole & absolute property of the company. If & when required to do so by the company, you shall at the company's expenses, take out or apply for letter's patent, Licenses of others rights, privileges or protection as may be directed by the company in respect of any such discovery, invention, process or improvement so that the benefits thereof shall accrue to us & you will execute & do all instruments, acts, deeds & things which may be required by us for assigning, transferring or otherwise, vesting the same & all benefits arising in respect thereof in favour of the company or in favour of such other person or persons firms or companies as the company direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the company or its nominee all your rights to all such new ideas (including all inventions) & to applications for patent or copyrights in all countries, if any & execute such documents & take such lawful actions as may be reasonably required to assign such new ideas to the company or its nominee. You will execute & deliver promptly to the company (without charge to you but at the expense of the company) such written instruments & cooperate & do such other acts as the company in its sole discretion deems necessary or desirable to assign & transfer title in such new ideas to the company &/or its nominee & to assist the company in preserving the property rights in such new ideas (including against forfeiture, abandonment, or loss) & to vest the entire right title & interest therein exclusively in the company &/or its nominee.

- i. Safe-Keeping of company's property:** You will be responsible for company's safe keeping & return in good condition & order of all the properties of the company, which may be in your use or custody, care or charge. For the loss of any property of the company in your possession, in company have a right to assess on its own basis & recover the damages of all such material from you & to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- j. Return of the Company's property & records:** Upon termination of your employment, you shall forthwith hand over any letter of authority or power of attorney issued to you or any other property/material of the company in your possession at the time of cessation of your employment with the company. Also you shall return to the company without condition, all documents, files, records, keys, & other property of the company in your possession regardless of the media on which such items are stored, & you shall not retain any copies or duplicates thereof.
- k. Authorization for activities:** you shall not enter into any commitments or dealing on behalf of the company for which you have no express authority nor alter or be a part to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the company or those in authority over you. You shall avoid any issue which may result in a conflict between your personal interests & the interest of the company in dealing with suppliers, customers & all

other organization or individuals doing or seeking to do business with the company.

l. **Non-disparagement:** you agree that you shall act with the highest standards propriety & professionalism & shall not criticize, ridicule or make any statement which disparages or its derogatory of the company, any of its group companies or any other employee or business associates of the company or the group company in any public or non-public communication with any customer, client, or member of the investment community or media or in any communication.

m. **Confidential nature of terms of employment:** you agree that, except as may be required by the applicable law you should not disclose the terms of employment to any person other than your close family members.

n. **Enforceability:** you acknowledge & agree that any violation of any of your duties & responsibilities may result in irreparable damage to the company & accordingly the company may obtain injunctive & other equitable relief for any breach or threatened breach of such duties & obligation in addition to any another remedies available to the company.

You & the company agree that the restrictions & remedies contained hereinabove are reasonable & that it is your intention of the company that such restrictions & remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but should be enforceable if some part thereof were deleted or the period or area of application reduced than such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

o. Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. Except one month's notice or salary in lieu thereof, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the aforesaid specified and fixed period of your service.

In case of one/more clauses of this letter of employment becomes untenable the same shall not render the letter of employment null & void in its entirety.

The various clauses of this letter are to be read, understood & interpreted in its entirety & none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding & unconditionally & irrevocably accept the above terms & conditions.

Employee Name:

Signature:

Date:

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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www.hcl.com

Offer Release Date September 28, 2021

Barbole Anjali Balaji
Vikram Nagar, Barshi Road, Latur,
Maharashtra, India, 413105

Sub: Offer and Appointment Letter**Dear Barbole Anjali Balaji,**

Congratulations! With reference to the interviews conducted by HCL TECH LTD. - IOMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee in band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **September 28, 2021 at 9:00 A.M** at the following address, **Noida-Sec-60, A8-9**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. - IOMC**. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 3.5 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

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Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

You need to have cleared all the subjects & should be a pass out of **2021 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by **HCL TECH LTD. - IOMC** will stand withdrawn without any liability.

Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL TECH LTD. - IOMC

Authorized Signatory



Amrita Das

Vice President, Head-Global Rewards

Annexure 1

COMPENSATION PLAN	
Name	Barbole Anjali Balaji
Band	E1
Designation	Graduate Engineer Trainee
City	Noida
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592

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TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	350,000
Flexi Basket Details	
	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-
<i>Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual</i>	
Insurance & Medical Benefits (in INR)	
	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000
NOTE:	
1. Flexi Basket is only applicable in E2+ employees	
2. All salary components are governed by the company policies and statutory guidelines.	
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.	
4. Any personal tax liability arising out of compensation will be borne solely by the employee.	

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5. Gratuity to be payable as per act

Annexure II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you for the position of **Graduate Engineer Trainee**. This is to be read in conjunction with the offer & appointment letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

This Annexure lays down the general terms and conditions of employment to to **HCL TECH LTD. - IOMC** (herein referred as "HCL" or "Company") and is a legally binding document.

1. Location:

Your place of work will be located at **Noida-Sec-60, A8-9**.

2. Commencement of Employment:

Your period of continuous employment with the Company will commence from the date of your joining the Company subject to fulfillment of the other conditions as mentioned on this employment contract.

3. Medical Checkup:

Your employment is subject to you being declared medically fit by the company doctor.

4. Probation

- a) You shall be on probation for a period of **12 months** from the date of your appointment and unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.
- b) Your case for permanent absorption in the employment of the Company shall be considered on your satisfactorily completing the probationary period.
- c) If during, or on the expiry of, the probation period (initial or extended) the Management finds your performance to be unsatisfactory or that you lack the aptitude for the job or that you are not suitable for the job, or the like, your probationary employment would be liable to be terminated, at any time, and without any liability.

5. HCL Training Program:

Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management.

6. Notice Period/ Separation:

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 808 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

Your employment with the Company can also be terminated either by the Company or by you by giving the other party 60 days advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the 'Basic' component of the salary for the balance notice period would be paid to you by adjusting the amounts payable by you to the Company. For the avoidance of doubt, all amounts payable by you to the company would need to be cleared forthwith in the event of such termination. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the 'Basic' component of the salary for the balance notice period along with other amount payable by you to the company, if any. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

7. Increments and Promotions

Your growth in terms of role, compensation etc., in the Company will be based on your performance. Your salary will be subject to annual salary review. Salary adjustments effected at the salary review takes into consideration your job performance, movement of remuneration levels, benefits and conditions. Your anniversary performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter of your anniversary, post which you will be aligned to July/October Cycle, or any other Cycle as per discretion of the Company, depending on your current DOJ/Band/Employee Group.

8. Agreements:

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

9. Background and Reference Check:

This offer of employment is subject to your clearing our BGV process. As a precondition to accept this Offer Letter, you hereby give your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary and further agree that any misrepresentation in this regard or your failure to clear the BGV process shall give rise to the withdrawal of this offer of employment, and any employment contract which may have been subsequently executed shall be deemed void and ineffectual.

During the terms of employment, the Company may undertake the process of checking credentials of the Employee in terms of education, previous employment(s), and other information provided in the resumes/CVs as submitted by the said Employees, either on its own or with the help of a third party as and when required. For the avoidance of doubt, the Employee's signature in this Agreement constitutes the Employee's express authorization for the Company (or the appointed third party) to conduct a background investigation on his/her credentials, as may be necessary. Furthermore, the Employee agrees to submit himself /herself to random drug /medical testing at any time during the course of employment as permitted by law.



235 Ent

Offer: Computer Consultancy
Ref: TCSL/DT20195488044/Pune
Date: 27/03/2021

Ms. Snehal Kishor Chaudhari
House No:-2803Dehu Phata,
Alandi,
Pune-412105,
Maharashtra.
Tel# 91-7972667351

Dear Snehal Kishor Chaudhari,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Trara, 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 7707 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BOB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BOB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BOB in the "Employee Self Service" link on "Ultimatrix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BOB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, falling which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement and any other applicable related documents pertaining to the international assignment for which you are being placed in case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

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day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause. If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

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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 Sriankan 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)

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*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

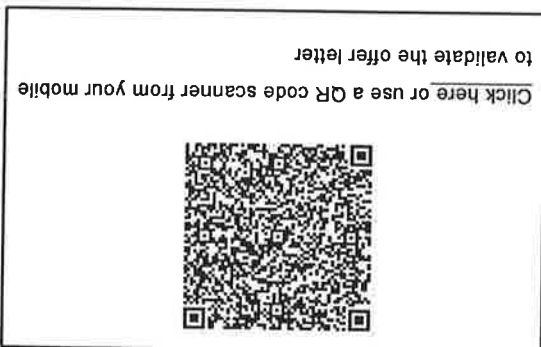
We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



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GROSS SALARY SHEET

Annexure 1

Name	Designation	Institute Name
Snehal Kishor Chaudhari	Assistant System Engineer-Trainee	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your Bob, TCSL

defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.
 **The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.
 *** For HIS - Note that Rs. 7900 if the employee is Single, if the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for Bob (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Tata Consultancy Services Limited
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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Gamma Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insighia, Gurgoan - Faridabad Road, Gwal Pahari, Gurgoan - 122003, Haryana	Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badsah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India
Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahaballipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra	Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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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 any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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LETTER OF INTENT

RAJVARDHAN RISHI.

Mob No: +91-8329091927

rajvardhan.rishi@gmail.com

Dear, RAJVARDHAN,

CONGRATULATIONS...!!!

We are pleased to confirm you that you have been selected to in INDIGO AIRLINES as **CABIN CREW** We are delight to make you the following Job Offer:-

The position we are offering is that of **CABIN CREW** at a salary of **INR 42,750/- PM** i.e. **INR 5.13. LPA** at our **PUNE** Location. This position reports to **Mr. Yogesh Kumar**. Your working hours will be 8 Hours and 5 Days In a week.

Benefits Information in reference to the position:-

Holidays:- 60 Days per annum

Employee Benefits Include: - MSP

HEALTH CARE	2 L
DENTAL CARE	1 L
H R A	ACCORDING TO SALARY
ALLOWANCE	ACCORDING TO SALARY
MEAL	ONE TIME MEAL
GROUP INSURANCE	NONE

We would like you to visit in INDIGO AIRLINES office, at **INDIGO, New Airport Rd, Pune International Airport Area, Lohegaon, Pune, Maharashtra 411032 INDIA**, on 27 January, 2021. Please report to Mr. Yogesh Kumar for Documentation and Conduction Process required for joining Purpose.

TV Editing Institute.

PLACEMENT ID Number which is **PN25RX294** Please save this ID Number for any future reference or query.

Our Team is always ready to guide and help the students. You can feel free to call us in case of any query relates to Training. We hope and wish for your progressive training and future career prospects.

All The Best.

Warm Regards,

Ram Soni

HR & Placement Department

FTJS Consultancy / NEI India Film &

TV Editing Institute / BB Media Pvt.



Offer: Computer Consultancy
Ref: TCSL/DT20195624973/Pune
Date: 02/04/2021

Mr. Arjun Umakant Mandage
Kate Colony No 5; Alandi,
Sneha Niwas,
Pune-412105,
Maharashtra.
Tel# 91-9075622243

Dear Arjun Umakant Mandage,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

HRD/InfosysBPM/1002932827

February 8, 2022

Mr. Prince Kumar
Shukhda Complex, 2nd Floor,
Room No. 06, Tapkir Nagar, Alandi,
Pune-412 105
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Prince,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Senior Process Executive |
| c) Job Level | : 2A |
| d) Date of Joining | : 11-February-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 27083/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8 month subject to fulfillment of all criteria related to confirmation.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you 30 calendar day's prior notice or basic and dearness allowance and basket of allowances in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs-as stipulated by the organization. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate the service for your failure to pass the Company's-requisite assessments and certifications as applicable.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

14. Other Terms & Conditions

a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. 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 sole discretion of the Company.

b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.

c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.

d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.

e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur
SVP - Head Human Resource Development - BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.
Yours sincerely,



Dependra Mathur
SVP - Head Human Resource Development - BPM

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

_____ Location
Print your name

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

APPENDIX 1

COMPENSATION DETAILS	
Name	Mr. Prince Kumar
Role Designation	Senior Process Executive
Job Level	2A
Date of Joining	11-February-2022
Location of Posting	PUNE, MAHARASHTRA, India
Fixed Components	Amount in INR per month
Basic	13,900
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	7,171
Sub Total 1	22,171
Statutory Components	
Company Contribution to Provident Fund	1,800
Gratuity	722
Bonus	2,390
Sub Total 2	4,912
Gross Salary per month - Sub Total 1+2	27,083
Total Annual CTC	324,996

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

Navigate your next

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

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, 1972 including but not limited to the minimum service periods set forth therein

Offered by: 08-02-2022	Candidate: Date: _____, 20____	SAP data provided by: Date: _____, 20____	SAP data updated by: Date: _____, 20____
_____ Sign your name Sana Batliwala	_____ Sign your name Prince Kumar	_____ Sign your name	_____ Sign your name
_____ Print your name 9045290 HRD	_____ Print your name	_____ Print your name	_____ Print your name
_____ Emp No. Dept. Name		_____ Emp No. Dept. Name	_____ Emp No. Dept. Name

APPENDIX 2

Deductions*

Deduction	Description	Month of Deduction	Approximate Amount
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13th /14th month from joining	Up to Rs. 133/day*
Transport* (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 250* - Rs. 1085*

*The amounts mentioned above are indicative and may vary based on location of posting.

**The above amounts are subject to change.

*The first deduction mentioned above will be made in the 13th /14th month from joining. In case you leave the company before that, this amount will be deducted from your Full & Final Settlement.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	Shift
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
Shift 3 - From 5:30 PM - 2:29 AM			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
Shift 4 - From 2:30 AM - 5:30 AM			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:



March 08, 2021

Ms. Pooja Ramesh Mandape

Rishi Prasad, Girls Hostel, Dehuphata, Alandi, Pune - 412105.

Dear Pooja,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate - Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	Pune
Start Date	On or before March 25, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 271,029
Annual Incentive Plan	Rs. 18,971
Target Total Cash("TTC")	Rs. 290,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

Allstate Solutions Private Limited
9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ,
S. No. 65, Kharadi, Pune – 411014 India.
www.allstate.com/india
(Formerly, Northbrook Services India Pvt Ltd. 67-4, 4th cross Lavelle Road Bangalore – 560001)

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

- a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL
- b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

**Allstate | Solutions Private Limited**

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Pooja, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by March 15, 2021, failing which the offer shall stand withdrawn.

Sincerely,

Allstate Solutions Private Limited

Chetan Garga
Managing Director

Acceptance:

I, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before

Date _____

Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes

: Annexure B: Policy on Information Security

: Annexure C: List of Documents



Annexure A

March 08, 2021

Ms. Pooja Ramesh Mandape

Designation: Associate - Operations

Band: A1

Start Date: On or before March 25, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.290,000/-
----------------------------	----------------------

Breakup- Total Guaranteed Cash	
Components	Annual(INR)
Basic	180,000
House Rent Allowance	46,852
Statutory Bonus	22577
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	0
Total Guaranteed Compensation	271,029
Annual Incentive Plan**	18,971
Total Targeted Cash	290,000

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

****Annual Incentive Plan:**

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.



Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photograph

ISO 9001-2015
CERTIFIED

Tel : 7842030889 / 6309851929 / 8977070889 / 6309821929

email : msriliberty07@libertyengg.com



LIBERTY ENGINEERING EQUIPMENTS (I) PVT. LTD.

Factory : Survey No. : 332, IDA Bachupalli, Bachupalli Mandal, Medchal District, Hyderabad- 500 090, Telangana, India.
Office: Survey No. : 332, 1st Floor, IDA Bachupalli, Bachupalli Mandal, Medchal District, Hyderabad- 500 090, Telangana, India.



APPOINTMENT LETTER

Mr. M. Vamsi Krishna,
Address: G-108, Madhura Nagar,
Ameerpet, Sanjeev Reddy Nagar,
Hyderabad – 500 038

Date: 05.11.2020
Hyderabad

Dear Mr. M. Vamsi Krishna

With reference to your resume submitted to us and subsequent interview had with us, we take pleasure in offering you appointment in our company as "Engineer Trainee" as per following terms and conditions.

1. APPOINTMENT

The terms governing this appointment will be effective from the date you report for duty. You may report for duty at our workshop with in 7days from date of this letter.

2 DESIGNATION AND POSTING

You will be designated as "Engineer Trainee" for a period of 6 months, based on successful Performance will be appointed as "Engineer" and will be posted at our Bollaram work shop, Hyderabad

3 REMUNERATION:

You will be paid a consolidated amount of Rs.25000 /-(Twenty Five Thousand only) per month. TDS will be applied as per income tax laws. Above is inclusive all kinds of deductions.

Your stipend will be paid to you for the days you have worked in a calendar month including paid holidays. No salary is payable for the days of absence. However you may note that the sanction of any leave is based on exigencies of work and at the discretion of management. You shall in no way claim the leaves as a right.

4 REPORTING

You will report to the Management of the company and will work with other Executives of the company.

5 SERVICE RULES:

Your services are for a minimum of 42 months. You will bound by all rules, regulations, polices and orders promulgated by the company from time to time in relation to conduct discipline, leave and any other matters which from part of this contract of employment.

6 DUTIES AND RESPONSIBILITIES

You will support Management on his regular all related works. The company reserves its right to modify or alter the duties and responsibilities entrusted to you from time to time.

7 CERTIFICATES:

You are requested to submit the following certificates at the time of joining:

- Photocopies of the certificates supporting your educational qualifications & experience if any.
- Photocopies of the certificates supporting your date of birth/age & address proof.
- Three pass port size photographs.

8 TERMINATION OF SERVICE

The appointment is terminable by either side, by giving 3 month written notice or by payment of salary in lieu of notice.

9 MODIFICATION OF TERMS AND CONDITIONS OF EMPLOYMENT BINDING ON COMPANY ONLY WITH WRITTEN CONENT:

No waiver of modification of this agreement or of any covenant, condition, or limitations here in contained shall be valid unless reduced to writing and duly executed by both the parties.

10 BINDING EFFECT OF AGREEMENT

This agreement shall be binding on and to the benefit of the respective parties and their respective heirs, legal representative, successors, and assigns. Employee shall not have the right to make any contract or other commitments for or on behalf of employer.

Please return the copy of this letter (attached herewith) duly signed on all pages signifying your acceptance to this appointment and terms thereof,

For Liberty engineering Equipments (I) Pvt. Ltd.,



ACCEPTANCE

I hereby declare that i have read all the terms and conditions mentioned in the appointment letter and agree to abide the same.

Name & Signature of candidate

Date:



Offer Letter

Name: Badal Kumar
Date: Wednesday, March 10, 2021

Dear Mr. Badal Kumar,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, March 16, 2021**. Your work location would be **Pune / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department	: Business Development (51000000)
Designation	: Business Development Trainee - Sales
Reporting Manager	: Aishvary . (TNL201611035)
Role Location	: Pune / Bangalore
Sales Circle Location	: Pune
BDT Training Location	: Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 3 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your

obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384179784

Applicant ID - 4381247

13-Jan-2022

Sagar Dahile

Dear Sagar,

This is further to our communication inviting you to participate in the Probationary Officer Programme at ICICI Manipal Academy.

On your successful completion of the said classroom training and the first leg of on-the-job internship, we are pleased to make you this offer for four months on-the-job internship at ICICI Bank as the last leg of Probationary Officer Programme. On successful completion of the final four months on-the-job internship you will join ICICI Bank.

You will be placed in INTERNET BANKING DEPT at HYDERABAD - GACHIBOWLI_RO. Your on-the-job internship would take place at HYDERABAD - GACHIBOWLI_RO.

The details of your remuneration and benefits are given in Annexure.

The following detailed terms and conditions shall govern your on-the-job internship period and your employment with ICICI Bank:

Commencement/Term:

- You shall be required to join ICICI Bank on 17-Jan-2022 initially as Probationary Officer for on-the-job internship.
- You shall be required to complete your on-the-job internship for a period of four months immediately on joining.
- On successful completion of on-the-job internship, you will be placed in the grade of Deputy Manager (Band I) in ICICI Bank.
- In the event of your not successfully completing the on-the-job internship as per the assessment of ICICI Bank, this offer of appointment shall stand withdrawn and revoked without any further communication on expiry of four months period.
- In the position of Deputy Manager (Band I), you shall be placed on probation for a period of one year or such extended period as may be decided by the Bank at its discretion based upon your performance during the probation period.

Sagar Dahile

- **Repayment / Recovery of Education Loan: Please note the following four points are applicable for the students who have availed the ICICI Bank Education Loan**
 - Please refer to Annexure B table 1 of the Invitation letter issued to you on joining the Probationary Officers Programme. As per the said clause for pursuing the Training Programme, you were required to pay Rs. 3,88,500/- to Manipal Universal Learning Private Limited, which was provided by ICICI Bank as education loan ("Loan"; the term which also includes any interest or other charges payable as stated therein) at 12.30%(Floating) interest per annum. The repayment of the Loan was to start on your completion of the Classroom Training and on-the-job internship, upon your joining the services of ICICI Bank. No EMIs or interest was recovered during the training period. The EMIs for repayment of the Loan are spread over a period of 60 months to ensure that there is minimal impact on your monthly earnings. However, the interest on the loan accrued during the training and on-the-job internship period of 12 months plus 6 months of moratorium period (repayment holiday) are to be recovered over the entire repayment tenure of 60 EMI (accrued interest will be divided equally)
 - Accordingly, please note that the EMI for repayment of the said loan amount of Rs. 3,88,500/- along with applicable interest of 12.30%(Floating) per annum shall be recovered from the month after your successful completion of on-the-job internship till the completion of 60 months of services in the Bank.
 - In the event of your cessation of service of ICICI Bank/Group Company/Subsidiary, for any reason whatsoever, you have may foreclose the loan at 12.30%(Floating).
 - Charges for late payment of Rs 500 + taxes per cheque/EMI bounce and a penal interest @24% per annum i.e. @ 2% per month on the overdue instalment/s will be levied
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf of or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

Sagar Dahile

• **General:**

- Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
Revati Wagh

Digitally signed by REVATI
ABHAY WAGH
Date: 2022.01.13 11:43:27 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance of the same.



Signature of Applicant

Sagar Dahile

Benefits:

- Comprehensive Medicaime Coverage for you and your immediate family of up to Rs. 4,00,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including Supplementary Allowance are subject to the limits and rules prescribed by the Income Tax Act / rules and policies of the Company.



Signature of Applicant

Digitally signed by REVATI ABHAY
WAGH

Date: 2022.01.13 11:43:27 +05:30

Reason: Offer Letter

Location: Mumbai

Remuneration Details		
Name: Sagar Dahile		
Position: Deputy Manager (Band I)		
Group: TECHNOLOGY AND DIGITAL GROUP		
	Deputy Manager (Band I)	
	Monthly	Annual
Basic	11,000	132,000
HRA	5,500	66,000
Supplementary Allowance*	10,675	128,100
Superannuation Allowance **	1,650	19,800
Total	28,825	345,900
Retirals		
Retirals (PF, Gratuity) ***	2,716	32,592
Total CTC	31,541	378,492
Performance Linked Retention Pay	4,500	54,000
Total (incl PLRP)	36,041	432,492
* Supplementary Allowance will include HRA, Additional HRA, Conveyance / Travel Allowance, telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy		

Date: 13-Jan-2022

Digitally signed by REVATI ABHAY WAGH
Date: 2022.01.13 11:43:28 +05:30
Reason: Offer Letter
Location: Mumbai



Confidential

TRAINEESHIP LETTER

18th March 2021

Neha Kumari
A-1004 Arcvasta ,
Munjabawasti ,
Dhanori, pune - 411015

Subject: For the Post of Trainee - Programmer Analyst.

Dear Neha,

We welcome you to Mobicule Technologies Pvt. Ltd ("Company").

We are pleased to confirm our offer of employment for the post of Trainee – Programmer Analyst in the Company on the following terms and conditions:

1. APPOINTMENT:

- a. You will commence your training not later than 19 March 2021
- b. At the time of joining, you shall be based at Pune. You may be transferred to any of the Company's establishments, Client Location, branches, sister concerns in India or overseas which are in existence presently or which may be formed/established in future for your training, subject to Company's policies and business requirements from time to time.

2. REMUNERATION :

During the training period you will be paid all inclusive annual stipend of Rs. 1,82,400/- (Rupees One lakh Eighty Two thousand Four Hundred Only) and other benefits collectively referred to as "cost to the company" subject to appropriate statutory deductions applicable time to time.

3. TRAINING PERIOD:

The Company appoints you as a Trainee for a period of 6 months ["Training Period"]. Upon completing this Training period satisfactorily, Company at it's own discretion may pull you on probation. You hereby agree to enter into the Training Agreement as per "Annexure B".

4. HOURS OF WORK:

- a. You will be required to work during the normal working hours of 9 hours per day [Monday to Friday. Further, depending on project/work contingencies, work load and business requirements, at any given time you may be required to work outside these stated hours, including weekends,

Mobicule Technologies Pvt. Ltd.

+91 22 4248 2000

info@mobicule.com

A5, 5th flr, Gundecha Onclave, Kherani road, Saki Naka, Andheri(E), Mumbai 400072



Madhavi Lotliker 18/03/2021

to me, Ruchita, Chetan ▾



Dear Neha,

Congratulations on accepting an offer with Mobicule technologies.

Please report to the office tomorrow 19th March 2021 at 10:30 a.m.

Please refer to the address:

**Krishan Chambers,
4th Floor,
Pashan-Sus Road,
Sai Chowk,
Pashan,
Pune-411021.**

If you have any questions feel free to reach out by email or [7722044764].
See you soon!



OFFER CUM APPOINTMENT LETTER

Shalom Gawai
402, Dnyandeep Heights, Near Devkrupa Petrol Pump, Dehu Phata, Alandi, Pune,
Pune - 412105
MH
IN

Dear Shalom,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Seller Support Associate** at India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company.. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **15-Feb-2021**.

2. Probation

You shall be on probation for a period of 6 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

5. Place of Work

Your "Primary Work Location" will be your home address mentioned above, or such other home address as Amazon may approve from time to time, and the provisions of the VCS Telecommuting Policy shall be applicable to the same. While you will primarily be working from such an approved home location, you may be required to travel to any of Amazon India's or its affiliate's facilities based on business requirements. You would also be required to inform Amazon India whenever there is a change in the address aforementioned and the Company reserves the right to either accept or reject such a change.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. Remuneration

6.1 Your salary will constitute of:

Your Annual Base Pay will be Rs. 290,000 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, including payments for any overtime. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year. This will be subject to change if you are found entitled to an increment as set out in Section 6.3 below.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. Confidential Information and Confidentiality Obligations

9.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

- (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
- (2) computer code (including source code and object code) or software developed, modified, or used by the Company;
- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;
- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;



**Development Centre
India**

- (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;
- (10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
- (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
- (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
- (13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

- (1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company



Development Centre
India

prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

- (2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

- (1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

11. Non-Solicitation

- 11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and
- 11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) 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, yourself or any person or entity which is a competitor of the Company.

12. Employee Data Protection

- 12.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

14.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

15. Gratuity

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

16. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

17. New Hire Background Investigation

17.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

17.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;

- 19.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party (including a former employer);
- 19.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and
- 19.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;
- 19.6 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.
- 19.7 You will abide by the terms and conditions contained in the VCS Telecommuting Policy, VCS Outage Policy, VCS Safety Checklist and Amazon's Owner's Manual during your employment with Amazon India.

20. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Primary Work Location or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

21. Waiver

bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

26. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

27. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

28. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

29. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

30. Survival



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: ANIL WARRIER
Date: 2021.02.04 19:36:13 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

Offer: Computer Consultancy
Ref: TCSL/DT20195646587/Lucknow
Date: 16/12/2021

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E&TC

Mr. Sanket Machhindra Gore
Anandkunj NiwasDehuraod,
Near Mitaoe,
Pune-412105,
Maharashtra.
Tel# 91-9422366051

Dear Sanket Machhindra Gore,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service: 1800 200 3311 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 200 3111 Email: careers@tcs.com

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post-Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to

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In case, you are not a citizen of India, this offer is subject to your obtaining and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan 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 :

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You should fulfill all the terms and conditions mentioned in this letter or offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Name	Sanket Machhindra Gore
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

Associate acknowledges that prior to his or her appointment by TCS, he or she has 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.

Associate acknowledges that any Confidential Information that Associate has, is, or may have, 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.

June 6, 2021

HRD/3T/1002024523/21-22

Mr. Pranav Vikram
C/o Manohar Singh , HIG-48 Chanakyapuri colony,
Near Hotel Vishnu Vihar Shiv Mandir,
Gaya-823001
India

Ph: +91-7219028926

Dear Pranav,

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

Author Signature by Richard Lobo is Invalid
Digitally signed by Richard Lobo
Date: 2021.06.07 17:22:12 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

June 6, 2021

HRD/1002024523/21-22

Mr. Pranav Vikram
C/o Manohar Singh , HIG-48 Chanakyapuri colony,
Near Hotel Vishnu Vihar Shiv Mandir,
Gaya-823001
India

Ph: +91-7219028926

Dear Pranav,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **21-Jun-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



Offer: Computer Consultancy
Ref: TCSL/DT20195441429/Pune
Date: 25/03/2021

Mr. Ashish Ambadas Myakal
Chandrabhaga Niwas, Near Gajanan Temple, Opposite Of Nilam Hotel, Alandi Dehufata, Pune Near Nilam
Dehufata,
Pune-412105,
Maharashtra.
Tel# 91-9579118286

Dear Ashish Ambadas Myakal,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20195441429

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

Candidate ID: 4396978 /716502,

Date of Joining: 03/30/2021,

Joining Location: Mumbai,

Designation: Analyst,

Dear Navin Rapelli,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park, IT 1 / IT 2, TTC Industrial Area, Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><u>Current Employment(Immediate Previous)</u></p> <p>a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)</p> <p>2. b) Payslips for last 3 months</p> <p>c) Form 16</p> <p>d) Salary Account 6 months Bank Statement</p> <p>e) Letter of appointment/Offer letter from employer which captures start date</p> <p><u>Previous Employment</u></p> <p>Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><u>Education Documents</u></p> <p>a) 10 Marksheet and certificate.</p> <p>b) 12th marksheet and Certificate.</p> <p>c) Graduation Marksheets and certificate/Diploma certificate.</p> <p>d) Post-Graduation Marksheets and degree certificate(If applicable)</p> <p>e) Any other relevant certificate</p>
4.	<p><u>Proof of Identity/ Address</u></p> <p>a) PAN Card</p> <p>b) AADHAR Card</p> <p>c) Passport</p> <p>In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs</p> <p>i) Voters Id</p> <p>ii) Driving License</p> <p>iii) Ration card</p> <p>iv) Electricity Bills</p> <p>v) Gas card</p> <p>vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</p> <p>a) Form 16/Form 26AS</p> <p>b) Bank statement for 6 months</p> <p>c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4396978 /716502,

03/25/2021,

Navin Rapelli
Yalamma mandir, F2 17171 Vidi Gharkul Hyd Road, Solapur,
Solapur, Maharashtra,
India

Confidential

Dear Navin Rapelli,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 03/30/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Mumbai

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

• Navin Rapelli,

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,005.00	Rs 48,060.00
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.00
Personal Allowance	Rs. 5,000.00	Rs. 60,000.00
Advance Statutory Bonus	Rs. 3,064.00	Rs. 36,768.00
Gross monthly salary	Rs.22,069.00	Rs. 264,828.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs. 300,002.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
 2. Employees should decide on the Other Allowances and Reimbursements (OAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
 3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF will be made from the monthly salary.
- # This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.



L&T Technology Services

Ref.:LTTS-Mumbai /HR/335929

Date:13/09/2021

Ms. Renuka Modak

Dear Renuka,

APPOINTMENT AS ASSOCIATE ENGINEER (TRAINEE)

"Congratulations! With reference to the interview you had with us, we have great pleasure in appointing you as an Associate Engineer (Trainee) with L&T Technology Services Limited (referred as 'Company' henceforth) on the following terms and conditions:"

1. Medical Fitness and Academic Requirement:

The offer is valid subject to you –

- a. Being found medically fit by the Company's authorized Doctor;
- b. Scoring minimum aggregate marks of 60% and above in 10th, 12th & Diploma, successfully completing the final year diploma examination in the first attempt.

2. Period of Training

The Period of training will be for **One year** from the date of commencement of training.

The training commences on 16/09/2021 and it is essential that you join on this date. Please report to Ms. Divya Iyer (Human Resources – Employee Relations & Compliance) at the following address: L&T Technology Services Limited, Bldg. No.1, L&T Infotech Building, 8th floor, MIDC, Mind space, Airoli, Navi Mumbai – 400708, Maharashtra, India Tel.: +91 022 61058112

Your exact department / location of posting will be decided solely by the Company after the orientation programme. You may be placed at any Location/ including project sites / Department, Function, or Offices of the Company and /or its Associate / Subsidiary Companies.

After accepting our offer, if you do not report on the date of joining, this letter of appointment stands automatically withdrawn. However, the Company reserves its right to change the date of joining at anytime.

The Company may, at its discretion, extend the period of training by such other period/s as it may deem fit based on the evaluation of your learning at any time during the said period. You may also note that the training period will not be reckoned as 'Service'.

3. Signing of a Service Agreement:

You will be required to execute a Service Agreement to serve the Company for the period as determined by the Management.

4. Absorption

On successful completion of your training to the satisfaction of the Company, of which the Company shall be the sole judge, you will be placed in the Executive Cadre or an equivalent grade in any of the Departments / Offices of the Company. You will be treated as confirmed employee only when your services are confirmed in writing by the Company.

Registered Office:

L&T House, N.M. Marg, Ballard Estate Mumbai - 400001, INDIA

CIN : L72900MH2012PLC232169

L&T Technology Services Limited is a subsidiary of Larsen & Toubro Limited



Ref.:LTTS-Mumbai /HR/ 335929

Date:13/09/2021

5. Salary

The remuneration comprising of Base Pay, Bonus and other elements, is subject to an annual review as may be decided by the Management Policy based on performance of individuals, team and company. Bonus Compensation earned and payable at a future date may be deferred or reduced, notwithstanding the achievements of the performance metrics, for unforeseen circumstances such as a pandemic like Covid-19, natural disasters or an act of God, that would adversely affect the business. The Base Pay amount may similarly be subject to deferment or reduction during the employment term subject to agreement by the Parties.

6. Provident Fund

You will be enrolled as a member of the Regional Provident Fund Organization from the day of your joining the Company.

7. Leave

You will be eligible for 'Leaves' as per the existing Leave Policy of the Company and as amended from time to time.

8. Working Hours

You will observe the working hours and holidays normally observed by the Department / Location you are assigned to. This may include working hours and holidays observed by the client.

9. Conduct

During the course of your training, you will carry out all directions and instructions issued to you by the Company, its officers and representatives. You will have to carry out your duties and obligations diligently and faithfully. The course and manner of your training will be decided solely by the Company at its discretion, and you may be required to work, as part of your training, in any other Location/ including project sites / Department, Function, or Offices of the Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

You shall not at any time engage in or be concerned with or be interested, directly or indirectly, in any business, work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business.

You shall abide by the internal regulations specified in the Company's 'Code of Conduct' which includes policies such as Confidentiality policy, Gift policy, Insider Trading and Policy on Prevention of Sexual Harassment and any future amendments and /or other policies which may become applicable from time to time. Any violation /breach of the above, shall call for consequence management, which may include as disciplinary action for those found guilty of such misdemeanors and may result in your services being terminated, without any notice, notwithstanding any other terms and conditions stipulated in this Offer letter.

Any invention or discovery made by you during the course of your training as ET / employment with the Company shall become the property of the Company and you shall forthwith execute such documents including assignment agreements as provided under applicable law for transfer of title to the Company to enable the Company to register the same as Company owned intellectual property and you shall not raise nor have any claim in respect thereof.

Registered Office:

L&T House, N.M. Marg, Ballard Estate Mumbai - 400001, INDIA

L&T Technology Services Limited is a subsidiary of Larsen & Toubro Limited

CIN : L72900MH2012PLC232169



Ref.:LTTS-Mumbai /HR/335929

Date:13/09/2021

10. Termination of Appointment

a) The Company may at its discretion give 30 days' notice, or an amount equivalent to stipend and allowances in lieu thereof and terminate this Appointment of training. You may terminate this Appointment by giving 30 days; notice in writing together with concurrent payment of the amount of liquidated damages to the Company as provided in your "Service Agreement". In the event of your giving a shorter notice, the Company shall have the discretion to adjust any leave due to you or will recover from you such amount from your dues towards the shortfall in notice period. In any event you will be required to complete the handing over process as may be reasonably required by the Company.

b) The Company shall have the right to terminate this Appointment forthwith without any notice in the event of any of the following:

- i) Breach of any of the conditions of this Appointment;
- ii) Any misconduct on your part;
- iii) Failure to carry out any of your duties and obligations.
- iv) Unauthorized absence from or abstaining from attendance during training period.
- v) If in the sole discretion of the Company, your continued association is / will be detrimental to the interests of the Company.

Provided further that, in the event of termination under Clause 10b, the trainee shall not be entitled to payment of any stipend, benefits or allowances except the statutory dues under applicable law.

11. Upon the determination of this Appointment of training for any of the reasons specified hereinabove in Clause 10 you shall be forthwith liable for performance of your obligations under the provisions of the "Service Agreement" furnished by you to the Company and the Company shall be entitled to forthwith enforce its rights there under at its discretion, without prejudice to any other rights that may be available to the Company.

12. Confidentiality of Contract

a. You are required to treat, as 'strictly confidential' the affairs of the Company and its customers, of which you may be cognizant. The confidentiality has to be maintained particularly about drawings, quotations, specifications and other manufacturing information, which you may have access to.

b. You will treat the terms of this Appointment as confidential.

13. Disputes & Arbitration

Any dispute or difference or claim arising in connection with this Appointment shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T Technology Service at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. Each of L&T Technology Services or the Trainee / Employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the Company or the Trainee / Employee may in its discretion deem fit. The venue of arbitration shall be at Mumbai and the Courts at Mumbai shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.

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Date:13/09/2021

14. Joining

On the date of joining please bring following documents in **Original** for verification along with **two sets of attested copies** [from a to i] of all the documents.

a. Proof of age - either S.S.C. Certificate or School Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth)

b. S.S.C & H.S.C or equivalent examination marks-sheets.

c. Mark sheets of all the semesters / years of Diploma in Engineering. (This is applicable to those who have done their Engineering Degree after passing Diploma examinations)

d. Mark sheets of all the examinations appeared (separately for each semester) 1st semester onwards, of Degree in Engineering

In case you are unable to produce marksheet pertaining to your final year engineering degree course, you will have to give a written declaration to produce the same within one month of your joining date failing which your training is liable to be terminated.

e. **Service Agreement and Guarantee documents along with address proof of guarantors duly completed in accordance with the instructions provided in the instruction sheet.**

f. A Self-certified copy of your **Aadhar Card**

g. Four copies of your recent colour photograph in passport size with Background in red colour and two copies in stamp size.

h. A Self-certified copy of your **PAN Card**

i. Name of your Bank, IFSC Code, bank Account Number where your stipend & allowances have to be credited. Please provide a cancelled cheque leaf of your bank in support of this.

You will not be permitted to join if you fail to complete any of the other requirements specified above.

15. All communications / notices should be addressed to:

**L&T - Technology Services Ltd.,
SEZ Unit II, Hazel-Block L3,
Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045**

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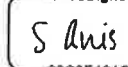
16. Acceptance Letter

If this offer is acceptable to you, please sign and return to us immediately the duplicate copy of this letter in token of your acceptance of the terms and conditions. In case your acceptance is not received within 30 days from the date of issue of this letter, the letter of appointment will automatically stand withdrawn.

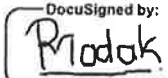
You will keep us informed of your local / contact address & Email ID whenever there is any change.

We welcome you to our company and look forward to a long and fruitful association with you.

Yours faithfully,
For L&T Technology Services Ltd.,

DocuSigned by:

32C8E10AD6C448B...
13-09-2021

I have read, understood and accept the terms and conditions herein and affix my signature hereunder in confirmation of acceptance of my appointment.

DocuSigned by:

8FFA6954B780482...
13-09-2021

(SIGNATURE & DATE)

Registered Office:

L&T House, N.M. Marg, Ballard Estate Mumbai - 400001, INDIA

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Ref.:LTTS-Mumbai /HR/ 335929

Date:13/09/2021

Annexure

Renuka Modak	Designation: Associate Engineer (Trainee)
Grade:	LTTS-2

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
Gross ==>	30,475	3,65,700
Provident Fund (@ 12% of basic salary)	1,860	22,320
Total fixed compensation ==>		3,88,020
Bonus		12,000
Total compensation ==>		4,00,020

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Flexible Benefit Plan for LTTS-2

Under the Company's Flexible Benefit Plan (FBP), you are eligible for the following allowances and reimbursements:

Components	Explanation	Eligibility
Flexible Benefit Plan (FBP)	FBP is a menu of allowances and reimbursements available to an employee within her / his Total Compensation. Employees may choose the components as per their requirements and manage their taxes within the ambit of prevailing Income tax rules.	
House Rent Allowance (HRA)	Employee can claim HRA as a %age of the Basic Salary. Subject to the production of original rent receipts and fulfilment of other terms & conditions as per the prevailing Income Tax rules, employees can claim tax exemption in case they stay on a rental accommodation	Min HRA – 10% of Basic Max HRA – 40% or 50% of Basic as per the city of residence
Meal Card	Employees can opt for a Meal Card. An Amount of INR 2,200 per month will be allocated from your FBP eligibility and credited to your Meal Card. Employees have a choice not to opt for Meal Card. In that case, no allocation from your FBP eligibility will be made to the Meal Card.	Meal Card Amount INR 2,200 p.m. Employee to choose either 'Yes' or 'No'
Children Education Allowance	Employees can opt for Children Education Allowance up to a maximum of 2 children from their FBP eligibility and the same will be tax-exempt as per prevailing Income Tax rules.	INR 100 per child p.m. Self-Allocated by employee
Mobile Expenses Reimbursement	Employees can opt for Mobile Phone Expenses reimbursement from their FBP eligibility, subject to the maximum amount eligible for their grade. Actual expenses incurred on official calls will be tax-exempt as per prevailing Income Tax rules subject to production of bills.	Max INR 2,000 p.m. Employee to choose any amount upto INR 2,000
Leave Travel Assistance (LTA)	LTA is tax-exempt twice in a block of 4 years subject to the prevailing Income Tax rules. The current block being 2018 - 2021. Employees can opt for LTA from their FBP eligibility subject to a maximum amount eligible as per their grade. Actual tax exemption will be provided based on actual expenses incurred on production of bills/tickets and within the overall purview of Income Tax rules.	Max – INR 4,000 p.m. Employee to choose any amount from '0'to INR 4,000
FBP Balance	The unallocated FBP portion will be disbursed on a monthly basis as 'FBP Balance' and will be fully taxable. Any allocated component as above, but unclaimed at the year end will be paid as 'Unclaimed FBP' component and will be fully taxable.	Automatically Paid

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Notes:

1. **Bonus** – You will be eligible for Bonus based on the Company Performance for the respective financial year. This amount is inclusive of bonus payable, if any, under the Payment of Bonus Act (1965), including any amendments thereto. The actual amount of Bonus Payable will also depend upon the period served by you in the financial year.

Employees who are active and on the rolls of the Organization as on 31st March of the respective financial year will be eligible for Bonus. However, this clause is applicable to employees who have joined on or before 1st October of the respective financial year.

2. **Hospitalization Insurance and Group Personal Accident Insurance** - You will be covered under the Company's Hospitalization Insurance and Group Personal Accident Insurance Policy as per the applicable terms and conditions.

3. **Group Term Life Insurance** – You have an option to cover yourself under the Company's Group Term Life Insurance Policy by paying a nominal premium. The terms and conditions for Group Term Life Insurance will be as per the Group Term Life Insurance Policy of the Company and in case of death of an employee, the proceeds of the Term Insurance are paid to the family member of the employee.

4. Only Basic Salary shall attract retiral benefits.

5. The eligibility for payment of Gratuity is a minimum of 5 years of continuous service in the Company.

6. Tax Liability, if any, on the above payments will be borne by the employee.

Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowance will be governed by the rules and regulations of the company as may be applicable from time to time.

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APPOINTMENT LETTER

Date: 05th April 2021

To,

Shubham Ranbhare,

F-2 RIDDHI COMPLEX

GOOLI SATARA

Pune MH- 415001

DEAR SHUBHAM RANBHARE,

This refers to your application and the subsequent discussion and interview you had with us; we are pleased to offer you an appointment as **Associate Devops Engineer** in our organization, with effect from the date of your reporting for duties on the terms and conditions as stated below.

The terms and conditions applicable to this appointment are recorded below for your consideration and acceptance, If these are acceptable to you in their entirety, you are requested to take up your assignment at the earliest but not later than 05th April 2021.

1) Probation Period:

In the first instance, you will be on probation for a period of **six month** from date of your joining / end of your training period where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after expiry of the initial or extended period of probation. You service are liable to be terminated without any notice or salary in lieu thereof during the initial or extended period of probation.

2) Salary and benefits :

- a) Effective the date of your reporting for your duties, you will be eligible for salary, allowances and other benefits. Details of your compensation and benefit package are as mentioned in the Annexure I of this letter. You are entitled to all other statutory benefits which are applicable to your salary structure are detailed in Annexure I.
- b) Salary cycle for your division will be from 1st to 30th of every month. Your salary will be payable in between 1st to 7th of next month on working day.

- c) If you fall in the income tax bracket then you need to submit tax deduction form, Your tax deduction will be based on the declaration and proofs which you may be required to submit at accounts department before 31st December.
- d) Please note that the salary structure of the company will be altered / modified at any time without prior notice and your package of remuneration may accordingly be altered / modified from time to time. Further salary, allowances and all other payments / benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes.
- e) During the tenure of the service, you will keep your emoluments secret from other members of this organization, client or customers and will treat all information coming to you as strictly confidential and the information containing all documents and papers and other relating to company will not be divulged by you to any person other than those of management.
- f) Your performance in current assignment will be reviewed once in a year by the management. Your increments / promotions will depend at the sole discretion of the management depending upon your efficiency, performance, skill enhancement, regular attendance, leave discipline, sense of discipline, loyalty and good behavior and also subject to the prosperity of the company. You will not claim your annual increment as matter of right. Salary reviews and re-fittings will always be subject to schedules as may be implemented by the company from time to time.
- g) All problems relating to your emoluments should be referred to HR Department only in writing or through email. No such problem to be discussed with any member of organization or with client or customer.

3) Responsibilities and accountability :

- a) The working hours applicable to you will be the same as are observed depending upon your place of posting and amended from time to time. Further you should be prepared to work on any shift(s), as may be warranted by the company / client / customer's work requirement.
- b) You have to plan your leaves in advance and take approval from reporting officer before going on leave. Any uninformed leave will be treated as loss of pay and may call for disciplinary action such as termination or demotion. Your leave entitlement will be according to leave policy of the company from time to time.
- c) Your employment requires performance consistence with high standards of responsibility that may be assigned to you from time to time. You will be responsible for achieving planned results both in terms of quality and quantity and as required by our external as well as internal customers. You will employ yourself efficiently to the best of your ability and you will devote your whole time to the work of the company. You shall diligently, efficiently and satisfactorily discharge your duties and work assigned to you and shall obey and comply with all lawful instructions and procedures given to you by your supervisor in connection with the work assigned to you to the best of skill and ability.
- d) You will be required to work additional hours, on weekly off or any holidays as may from time to time be reasonable and necessary for the efficient performance of your assignment.

created the confidential information. Further you shall not, without prior permission in writing and unless it is a part of your day to day work, take any papers, books, instruments, software / hardware material, pen drives, CDs, Floppy Discs or any other electronic storage devices or hard copies of all such matters, documents or any other property of the company or client / customer out of the premises, nor shall you any way at time(s) disclose divulge or make public any information or matter concerning quality practices, policies, accounts, transaction dealings, trade / business secrets, business data, customer names of the company or client / customer. All our managerial employees who have access to complete information regarding business processes, accounts are required to sign a confidential undertaking / agreement immediately upon joining. You will be responsible for protection and furtherance of the company's based interest at all the times, including after you cease to be on the company's roll. In addition, in the event of your leaving company services, you are expected not to take an employment or enter any type of business / commercial association with any of company's client's / customer's or their associate for a period of two years from the date of cessation of employment.

- b) You will be required to sign non-disclosure agreement after joining.

13) Indemnity:

You shall be responsible for protecting any property of the company or the client / customer entrusted to you in the due discharge of your duties and you shall indemnify the company if there is any loss to the said property.

14) Dispute arising out of your employment:

The contact and relationship between you and company is governed by the labour law of the country. Irrespective of your place of joining the employment of the company or posting or deputation, only courts in Pune shall have jurisdiction to try to adjudicate disputes arising of your employment (past, present or future) with us.

15) Terms and condition of employment:

- a) Please note that the terms and conditions and other stipulations cover under this contract of employment and the annexure attached herewith, shall form the sole basis of relationship between you and the company and no other promises, assurances or indications of any kind, shall form part of this contract of this employment, unless the same is specified in writing to that effect.
- b) Beside above conditions you will abide by the service rules and regulations or certified standing orders or any office orders which may be issued from time to time or which may be in existence or may come into existence from time to time.
- c) This appointment is based on the information given by you to us in your company application form and otherwise, shall be considered null and void and liable for termination without any notice or salary in lieu of notice, if any information provided by you found false or incorrect or suppressed, on post-employment verification or anytime during your service. In that eventuality, the management can recover the payment made to you towards your remuneration during your employment.

9) Deputation:

- a) During the period of services, your services could be deputed at the sole discretion of the company to any of company's client / customer to do work pertaining to or incidental to such clients / customer's business for temporary or permanent. During the tenure of the deputation, you will continue to be an employee of the company and your compensation and applicable allowances shall be payable only by the company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowances, gifts, personal loans, directly from client / customer to whose side you may be deputed. You shall also abide by any training that may be offered to you by client. You may be required to sign a training bond for such trainings which may be conducted by client / customer.
- b) In the day to day functioning or carrying out your responsibilities and duties, you will receive instructions from the client or will undertake to abide by any suggestions etc; given by any assigned person(s).
- c) You may have to obey and comply rules, regulations, policies and practices which are applicable to the place of deputation.

10) Transfer:

You are liable to be transferred permanently or temporary to other place or to the sister concern or associate or which exist or may come into existing hereafter. Please note that transferability is an important ingredient of these terms and conditions of employment with the company, any modification in your emoluments, etc., will be communicated to you at appropriate time. Also the management can shift the place, places of working anywhere in city or anywhere in India or abroad and in that event you will have to make compliance for working at new place of work. The transfer employee will be governed by the rules and regulations, etc., that may be applicable to the place of transfer. In addition, in the event of you being posted overseas, you will be required to sign appropriate document such as service agreement and fulfill the requirements specified therein and also adhere to the stipulations of the overseas deputation policies in force from time to time.

11) No simultaneous employment:

While in the employment of the company you will not, under any circumstances be permitted to work of any other firm or persons, either whole time or part time or to trade or do business nor any way be associated with any firm or person(s) as advisor / consultant / partner / director whether paid or not for your services (including agency of insurance company or in advisory capacity) without prior written permission of the company. Also you will not attend classes or examination without prior and written permission from the management. In case, this condition is contravened, you shall be deemed to have voluntarily resigned from employment with effect from the day our communication in this regard is posted or delivered to you.

12) Non-disclosure:

- a) You shall take care not to disclose or divulge confidential information, trade / business secrets, business data which according to company is confidential and valuable, property of the company etc., belonging either to the company or to the client / customer, that may you come across in the course of your responsibility either to the company and / or to the client / customer or to anyone outside the client / customer's organization and you shall use such confidential information only in connection with services provided by you to such client / customer. Further, you shall not utilize any information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the company or its client / customer who has disclosed such confidential information or from whom you have

Lydnow Edutech Pvt Ltd (CIN - U74994PN2018PTC177062)

registered under Maharashtra State Shops and Establishments Act 1948, hereinafter referred to as the company having its registered office at 502, Fortune House, Baner - Pashan Link Road, Baner, Pune, Maharashtra - 411045; And I hereby bind myself for a payment of a sum of Rs.1,50,000 (Rs. One Lakh Fifty Thousand Only) as liquidated damages to my employer herein referred to as the company, it's executors, administrators or assigns.

In affirmation of which and all further clauses mentioned herein I have executed this bond today in presence of two witnesses.

Whereas: -

Mr. Shubham Ranbhare

hereby also agrees and undertake the following: -

1. I am employed in the Company as **Asst Product Developer and Technical Trainer** since December 15th, 2020.
2. I am aware and agree to the fact that the employer has provided me a specialized training and have spent lots of time, money and other resources on such training for making me capable and skilled for this employment.
3. I unconditionally agree that the concepts, skills, capabilities and technologies assimilated by me shall be useful to the company in various ways. Also, it is possible that during my tenure as an employee, I may come across the knowledge and information of few processes, passwords etc. I promise the company not to misuse or not to disclose this information in by way of this bond.
4. I undertake to serve the company, subject to all other terms and conditions of my service, up to the completion of the project entrusted to me or at least 20 months from the date of my joining the company whichever is later. I further undertake that without prior written permission of the company I shall not discontinue my above said employment.
5. I also further undertake that if I leave the above said service of the company without completing the project entrusted to me or within 20 months from the date of execution of this bond or without prior written permission to do so from the company, I shall not accept any employment or do the kind of work of my own which is similar to my present work, in India or abroad, for at least 2 Years from the date of termination of my employment by whatsoever reason.



6. In case if I leave the company before as mentioned in clause 4 and / or 5 and/or 12, or without obtaining prior written consent from the company, under such circumstances I will be liable to Rs. 150000. (Rs. One Lakh Fifty Thousand only) as liquidated damages towards all the expenses and losses incurred by the company. The said amount shall be paid before leaving the employment of the said company against the other terms of this bond. Failing which I undertake to pay to the company an interest at the rate of 18 % per annum from the date of this amount becomes due till the actual payment thereof to the company by me. I authorize the company to recover and adjust against the said amount of liquidated damages from any and all the sums / amounts, within 15 days of my leaving the company, which may be due to me from the company.

7. I also realize that if I do not serve the company as mentioned in clause 4 above, the company will be put to a considerable amount of financial loss, time and goodwill. I hereby unconditionally undertake to make good such losses and agree to pay to the company the liquidated damages amount above said as compensation.

8. I am aware that the company is accepting the projects from clients on the basis of legal contracts and agreements where the penalty clause is included. In such situation my leaving company in between and without completing the project entrusted to me, will make very bad impact on project and because of that company might have to suffer a heavy financial and business losses.

I am aware that if the company terminates my service for the reasons like but not limited to unavailability if projects or work for a long period and financial conditions of the company, in such

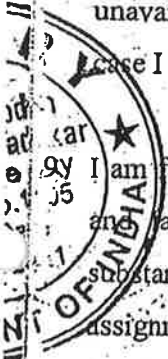
case I shall be automatically relieved of this Bond.

I am fully aware that considering my seniority, position and responsibilities imposed upon me, trust and faith reposed upon me, by leaving of the company and prospects of the company to the substantial extent. My leaving the company before the aforesaid date would affect the present assignments undertaken by the company and expected assignments due to the company.

10. I am aware I will be working on various projects and I will complete its project cycle.

11. I shall issue 60 days' clear written notice in advance before leaving the company and shall serve the same on the aforesaid address of the company.

12. I shall not undertake any activities privately or on a personal level that can be classified as services or product development activities that make use of any knowledge or Intellectual property of the


Shubham.

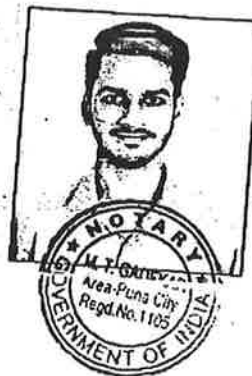
company. I shall not engage in any student training or project development activities outside of my work hours at the company. I understand that if I am found guilty of any such act the company would consider that as a violation of my service contract.

13. This bond shall be governed by the laws of India and parties hereto submit to the exclusive jurisdiction of the courts in Pune.

I hereby indemnify and keep indemnified the company, its clients and its associates against losses arising out of any of the breaches of my service contract / letter of appointment or the undertaking mentioned here or any other loss or damage arising out of the assignment entrusted to and executed by me, including but not limited to any act, omission or negligence or suit or claim or any other legal proceeding by anybody with respect to infringement of any intellectual property rights of any third party arising out of any act or omissions, breaches or violations of this undertaking or any applicable law, rule or regulation in India.

IN WITNESS WHEREOF I, Mr. Akshay Patil

put my hand this day of 6th January, 2021.



BEFORE ME

M. T. GADEKAR
NOTARY GOVT. OF INDIA
BOPODI, PUNE-20.

Noted and Registered

at Sr. No. 09/2021

Date:- 6 JAN 2021

Signed sealed and delivered by the
Within named Mr. Shubham Ranbhare
in the presence of.

[Identification - PAN
CVDP7945H]

Witness

1. Name :- Akshay Patil

Address :-

Signature :-

2. Name :-

Address :-

Signature :-



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NOTARIAL NOTARIAL



NOTARIAL

QACA/HR/1013/2021

Date- February 19, 2021

Name: Amruta Ramesh Katke
Contact: +91 8657543731
Email id: amrutakatke22@gmail.com

Sub: Letter of Intent

Dear Amruta Ramesh Katke,

This has reference to your application and subsequent interview you had with us. We are pleased to make you a provisional offer for a career with Quality Austria Central Asia Pvt. Ltd. Your initial assignment would be as **Executive** and you shall be reporting functionally to **Mr. Asheesh Kumar Mishra** or any official designated by him.

1. Your annual fixed compensation would be **Rs.168000/- (Rupees One Lac Sixty Eight Thousand Only)** subject to applicable statutory deductions would be effective from the date of your joining the Company. However, the structure of your compensation plan may be altered / changed from time to time in line with the compensation policy and practices of the company.
2. As per company policy, the probation period applicable to you shall be 6 months.
3. On the date of joining, please bring the following original documents for verification alongwith one copy of each for submission:

No	Document	Remarks
1	Educational Certificates (Class 10th, 12th, Graduation, Post-Graduation)	As applicable to you. Mark sheets of all semesters are required
2	PAN Card	In case you do not have PAN Card, apply for the same immediately and share acknowledgement.
3	Aadhaar Card	The Provident Fund remittance is now linked through Aadhaar details hence it is mandatory to share your Aadhaar details on the induction day. In case of non-availability of Aadhaar, you are requested to get yourself enrolled immediately and share your enrolment details on the Induction day. Access the below link and download the eAadhar copy: https://eaadhaar.uidai.gov.in/
4	Identification & Address proof (Driving Licence / Passport / Voter ID)	Required only if Aadhaar is not available/updated
5	Previous Employment record (Appointment letter, Relieving letter/Experience certificate, last three months' salary slip)	Appointment letter and relieving letter/experience certificate of all the previous organizations are required. Salary slips are required only of previous organization. Not applicable for freshers.
6	Provident fund membership number and UAN number of previous employment	This is mandatory if you were a member of PF in your previous organization
7	Copy of cancelled cheque of existing bank account	Only individual Saving account, joint account or student account is not allowed

Quality Austria Central Asia Private Ltd.

201&202 ATS Bouquet, Tower C, Sec-132, Noida-201305, India Tel: +91 11 46465100, Fax: +91 11 46465101

www.qualityaustriacentralasia.com

QACAPL/ASIA INDIA/HR LOI: Rev: 01 dated 11.01.2021

4. We are also attaching herewith Joining Kit. Take a print of the attached joining forms. Fill & sign all the forms and carry the entire set of forms with you on the day of your joining, for submission.

We are provisionally offering you the position on the following presumptions-

- That the particulars furnished in your application and / or Bio-data are correct and you have not concealed or withheld some other relevant facts from us.
- That there will be no negative feedback from your references/previous employers/ associates.
- That you will join your duties as per mutually discussed date of joining as mentioned hereunder.
- That in current pandemic situation, we are offering you this position with a view that Lock down has opened and we will be able to work from now-onwards. In case Govt. declares Lock down again, please note, you will be paid salary only for the days you do the job during Lock-down, as per client requirement.

In case of failure on any of the above said fronts, your offer with the company shall stand withdrawn/ terminated / cancelled without any notice.

Your date of joining with Quality Austria Central Asia Pvt. Ltd will be not later than **February 19, 2021** and you are required to report at our office/Project, QACA Circle office or as directed by your Reporting Manager.

Quality Austria Central Asia Pvt. Ltd.
201&202 ATS Bouquet,
Tower C, Sec-132, Noida-201301

After completion of your joining formalities in office, you will be posted on required location. You will be issued formal letter of appointment on your joining duties & after receiving all above said required documents. (Check-list of above said documents is attached herewith. Please tick the documents you are submitting & handover it alongwith documents)

You are requested to sign the duplicate copy of this letter, which is enclosed herewith as a token of your acceptance and return the same to us.

We welcome you to QACA and look forward to a mutually beneficial association.

For Quality Austria Central Asia Pvt Ltd



Navneet Kumar Singh Rathore
(Head-Human Resource)

I hereby accept the above terms and conditions.

Signature:

Date:

Name: Amruta Ramesh Katke

Quality Austria Central Asia Private Ltd.

201&202 ATS Bouquet, Tower C, Sec-132, Noida-201305, India Tel: +91 11 46465100, Fax: +91 11 46465101

www.qualityaustriacentralasia.com

QACAPL/ASIA INDIA/HR LOI: Rev: 01 dated 11.01.2021

Name: **VAIBHAV RAOSAHEB MHASKE**

Designation: **Network Engineer**

ANNEXURE 'A'
STATEMENT OF GROSS WAGES

Sr. No.	Salary Heads	Monthly	Annually
1	Basic	15000	180000
2	HRA	4120	49440
3	Other Allowance	0	0
4	Mobile Allowance	0	0
5	Advance Bonus	1032	12384
A	Gross Per Month	20152	241824
1	PF	1800	21600
2	Profession Tax	200	2500
3	ESIC	152	1824
	Total Deduction	2152	25924
B	Net In Hand	18000	216000
	Employer Contribution		
1	Employer PF	1950	23400
2	Employer ESIC	655	7860
3	GHI/ GPA	200	2400
	Total Employer Contribution	2805	33660
C	Total CTC (A+B)	22957	275484

Kindly, sign the Duplicate copy of this offer letter as confirmation of your Acceptance and confirm the date of joining. Wishing you a long and successful career at Prompt.

For, PROMPT PERSONNEL PVT.LTD



Authorized Signatory

I **AWANTIKA PATIL**, have read the above terms and conditions and accept this order of Offer.

Date: 08/11/2020

Signature

Candidate ID: 4242806 /587849,

Date of Joining: 01/19/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Atharva Joshi,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><u>Current Employment(Immediate Previous)</u></p> <p>a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)</p> <p>2. b) Payslips for last 3 months</p> <p>c) Form 16</p> <p>d) Salary Account 6 months Bank Statement</p> <p>e) Letter of appointment/Offer letter from employer which captures start date</p> <p><u>Previous Employment</u></p> <p>Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><u>Education Documents</u></p> <p>a) 10 Marksheet and certificate.</p> <p>b) 12th marksheet and Certificate.</p> <p>c) Graduation Marksheets and certificate/Diploma certificate.</p> <p>d) Post-Graduation Marksheets and degree certificate(If applicable)</p> <p>e) Any other relevant certificate</p>
4.	<p><u>Proof of identity/ Address</u></p> <p>a) PAN Card</p> <p>b) AADHAR Card</p> <p>c) Passport</p> <p>In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs</p> <p>i) Voters Id</p> <p>ii) Driving License</p> <p>iii) Ration card</p> <p>iv) Electricity Bills</p> <p>v) Gas card</p> <p>vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</p> <p>a) Form 16/Form 26AS</p> <p>b) Bank statement for 6 months</p> <p>c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
	<p>Employment Documents:</p> <p><u>Current Employment(Immediate Previous)</u></p> <p>a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)</p> <p>2. b) Payslips for last 3 months</p> <p>c) Form 16</p> <p>d) Salary Account 6 months Bank Statement</p> <p>e) Letter of appointment/Offer letter from employer which captures start date</p> <p><u>Previous Employment</u></p> <p>Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p><u>Education Documents</u></p> <p>a) 10 Marksheet and certificate.</p> <p>b) 12th marksheet and Certificate.</p> <p>c) Graduation Marksheets and certificate/Diploma certificate.</p> <p>d) Post-Graduation Marksheets and degree certificate(If applicable)</p> <p>e) Any other relevant certificate</p>
4.	<p><u>Proof of identity/ Address</u></p> <p>a) PAN Card</p> <p>b) AADHAR Card</p> <p>c) Passport</p> <p>In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs</p> <p>i) Voters Id</p> <p>ii) Driving License</p> <p>iii) Ration card</p> <p>iv) Electricity Bills</p> <p>v) Gas card</p> <p>vi) Notarized Self Affidavit</p>
5.	Passport size photographs(6 nos)
6.	<p><u>Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)</u></p> <p>a) Form 16/Form 26AS</p> <p>b) Bank statement for 6 months</p> <p>c) Shop License</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4242806 /587849,

01/08/2021,

Atharva Joshi

Sr. No: 5, Keshavnagar, Mundhwa, Near "Grampanchyat Office", Below 'Proteck Computer Institute', Pune - 411036,
Pune ,Maharashtra,
India

Confidential

Dear Atharva Joshi,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 01/19/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Pune**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Annexure - A

Atharva Joshi

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,005.00	Rs 48,060.00
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.00
Personal Allowance	Rs. 5,000.00	Rs. 60,000.00
Advance Statutory Bonus	Rs. 3,064.00	Rs. 36,768.00
Gross monthly salary	Rs.22,069.00	Rs. 264,828.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs. 300,002.00

Total Cost to Company		Rs. 300,002.00
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Annexure - B

AtharvaJoshi

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.10,860.00	Rs.130,320.00
House Rent Allowance	Rs.5,430.00	Rs.65,160.00
Other Reimbursements & Allowances#	Rs.5,201.00	Rs.62,412.00
Personal Allowance	Rs.4,140.00	Rs.49,680.00
Advanced Statutory Bonus	Rs.3,064.00	Rs.36,768.00
Gross monthly salary	Rs.28,695.00	Rs.344,340.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.522.00	Rs.6,264.00
Total Fixed Compensation	Rs.31,017.00	Rs.372,204.00
Special Incentives##	Rs.0.00	Rs.0.00
Total Cash Compensation	Rs.31,017.00	Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

Re: Cognizant Offer Letter

Rahul Singh <rrsingh@mitaoe.ac.in>

Tue, Mar 15, 2022 at 2:20 PM

To: "gangadhar.phad@mitaoe.ac.in" <gangadhar.phad@mitaoe.ac.in>

Rahul singh offer letter

On Mon, Nov 30, 2020, 5:10 PM <TalentAcquisitionGroup@cognizant.com> wrote:

Dear Rahul Rajesh,

Warm greetings from Cognizant!

Congratulations and welcome to Cognizant family!! Attached is the soft copy of the offer letter. We are sure that there will be a lot of mutual value adds with the beginning of your association with Cognizant!

While you read through the offer, we would like you to make a note of the following,

The offer made is based on internal parity and the overall structure in Cognizant. Cognizant incentives schemes are the best in the industry. One of the major USP is our Annual Bonus - It is here we try and reward those who have performed outstandingly.

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities with us.

We are really excited to have you on-board.

Best Regards
Cognizant HR - Talent Acquisition Group

Please do not delete this mail as it cannot be resent. Replies to this message are undeliverable and will not reach the Talent Acquisition Group. Please do not reply.

This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from

Cognizant e-mail addresses may be monitored.

06-Dec-2019

Dear Jatin Satish Madan,
B.Tech/B.E., Electronics Engineering
Maharashtra Institute of Technology



Candidate ID – 13781955

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Jatin Satish Modan Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> > Total Rewards App for more details

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch campus selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.


Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

 image001.png
6K

 Final Offers College.xlsx
26K

CANDIDATE NAME	CANDIDATE EMAILID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pai	pmpai@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg
Jayesh Arvind Gupta	jagupta@mitaoe.ac.in	Mechanical Engineering
Prajakta Subhash Yadav	psyadav@mitaoe.ac.in	Computer Science Engineering
Pooja Sharad Jagtap	psjagtap@mitaoe.ac.in	Computer Science Engineering
Nikunj Narayan Ghurka	nnggurka@mitaoe.ac.in	Computer Science Engineering
Omkar Vishwanath Tatale	omkartatale18@gmail.com	Mechanical Engineering
Rutvij Ashok Wakalkar	rawakalkar@mitaoe.ac.in	Mechanical Engineering
Amol Ashok Havle	amolhavale14@gmail.com	Elec. and TeleComm. Engg
Pragati Kumar Borate	pkborate@mitaoe.ac.in	Elec. and TeleComm. Engg
Madhur Prashant Deokar	mdevkar01@gmail.com	Computer Science Engineering
Shrivallabh Makrand Joshi	shrivallabhmj@gmail.com	Elec. and TeleComm. Engg
Anagha Arvind Potdar	anaghapotdar1998@gmail.com	Mechanical Engineering
Neeraj Kedar Garud	neeraj.garudmit@gmail.com	Mechanical Engineering
Ajay Chandrakishor Pande	acpande@mitaoe.ac.in	Mechanical Engineering
Yogeshwar Laxman Ippar	yogmay2552@gmail.com	Computer Science Engineering
Nikhil Tukadudas Chacharkar	ntchacharkar@mitaoe.ac.in	Computer Science Engineering
Akruti Sanjay Poshatwar	akrutip28@gmail.com	Information Technology
Shraddha Yogesh Shah	shraddhashah1999@gmail.com	Computer Science Engineering
Mohit Dilip Patil	mohit.patilmit@gmail.com	Elec. and TeleComm. Engg
Rutuja Popat Kumbhar	rpkumbhar@mitaoe.ac.in	Computer Science Engineering
Shruti Chandrakant Tajne	shruti.tajne.mit@gmail.com	Elec. and TeleComm. Engg
Pushkar Mukund Ganorkar	pushkarganorkar9@gmail.com	Computer Science Engineering
Neha Kishor Barhate	nkbarhate@mitaoe.ac.in	Mechanical Engineering
Yashraj Ravindra Patil	yashraj0109@gmail.com	Elec. and TeleComm. Engg
Devang Rajeev Kale	devangkale3@gmail.com	Information Technology
Mausami	mausami@mitaoe.ac.in	Elec. and TeleComm. Engg
Sagar Jagdish Bhatiya	sagarbhatiya.sb08@gmail.com	Elec. and TeleComm. Engg
Sahil Rajendra Waykole	sahilwaykole4398@gmail.com	Information Technology
Indrajeet Madhusudan Devale	indrajeet.devale@gmail.com	Computer Science Engineering
Sahil Sanjay Tah	sstah@mitaoe.ac.in	Computer Science Engineering
Sarvesh Suhas Kale	sarveshkale10@gmail.com	Mechanical Engineering
Renuka Mahesh Papinwar	renukapapinwar@gmail.com	Computer Science Engineering
Nikhil Vipinrao Deshmukh	nikhildeshmukh0301@gmail.com	Information Technology
Rahul Milind Jagtap	rahuljagtap2297@gmail.com	Mechanical Engineering
Sudhanshu Sanjay Deshpande	sudhanshud26@gmail.com	Information Technology
Sneha Ramkrishnan	sramakrishnan@mitaoe.ac.in	Mechanical Engineering
Nidhi Arvind Kittur	nidhikittur@gmail.com	Mechanical Engineering
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Pramod Dattatray Torase	pramodtorase1997@gmail.com	Computer Science
Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi15@gmail.com	Mechanical Engineering

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch camp selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

 image001.png
6K

 Final Offers College.xlsx
26K

CANDIDATE NAME	CANDIDATE EMAILID	SPECIALIZATION
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Tanuja Sudhir Gangarde	tanu17.sgangarde@gmail.com	Computer Science Engineering



HIGHWAY TO EXCELLENCE

accenture

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Kaikade Diwyani Dnyaneshwar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kaikade Diwyani Dnyaneshwar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%



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START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Roshani Anil Narkhede

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Roshani Anil Narkhede,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

259

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



HIGHWAY TO EXCELLENCE

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START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Radha Satish Balki

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Radha Satish Balki,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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E 74 - Branch

2020 Batch

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



Ref.No. Cue/HRD/ 3 / 12 / 2019

Date: 3rd December 2019

Subject: Offer for Internship

Dear Mr. Dular Nikode,

This is with reference to your application for Internship with us, and the subsequent selection process, we are pleased to extend to you this offer letter confirming your internship with **Cuelogic Technologies Pvt. Ltd.**

The duration of the Internship with the Company will be for a period from **6th January 2020 to 3rd July 2020.**

Acknowledgement of the letter by you also entails that you agree to submit the documents listed in Annexure A. You shall be bound by the terms and conditions described hereunder, during the Internship Period.

1. Engagement

Your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned.

Post completion of your Internship Period, you will be considered for the position of a **Junior Software Engineer**, at the discretion of the Company and subject to your satisfactory performance, conduct and attitude during the Internship Period.

2. Working days and Leaves

Working days of the Company are Monday through Friday from 10 AM to 7 PM. Company observes Saturday and Sunday as weekly off. Further, depending on project/ work contingencies, work load and business requirements, at any given time you may be required to work outside these stated hours, including weekends. You are eligible to avail three (3) leave during your internship period provided that the leave has been approved by your immediate manager/reporting head.

3. Stipend

During the Internship Period, you will be paid a consolidated stipend of **INR 21,500/- (Twenty One Thousand Five Hundred Only)** per month from the date of joining i.e. 6th January 2020 in accordance with the Company's prevailing payroll Practices. (Detailed break – up in Annexure I)

E-mail: info@cuelogic.co.in

Contact: (020) 67242323

CIN: U72200PN2010PTC135420

Website: www.cuelogic.com

Address: Unit 503, 5th floor, Godrej Castlemaine, next to Ruby Hall clinic, Bund garden road, Pune - 411001

4. Accountability

a. You shall perform your duties diligently and faithfully as are consistent with your relevant experience, training and qualifications or may be reasonably delegated as being in the best interest of the Company.

b. You shall devote the whole of your time, knowledge, skill and attention to the performance of your duties with the Company and work from the premises/place(s) where you shall from time to time be deployed on such days.

c. You shall not undertake any business or other assignment whether honorary or remunerative or accept any reward, directly or indirectly, without prior written permission from the Company.

d. You agree to use all tools provided by the Company for official 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. Should you not respect this requirement of professional use; the Company will have a right to take disciplinary action which may lead up to and including termination of internship.

e. During the Internship Period, you shall be governed by all the applicable Company rules, regulations, policies, procedures and notices that are in force currently and that may come into force from time to time and they shall form basis of your internship and shall govern all matters whether specified herein or not, including on matters such as designation, working hours, emoluments and the structure thereof, etc. Company's decisions on all such matters will be final and binding on you. Any subsequent variations by the Company to any terms, conditions, rules or regulations generally governing the members of the Company's staff will prevail and be applicable to you. Violation of such policies could lead to disciplinary actions up to and including termination of internship.

f. You shall at all times adhere to Company's and its client's safety and environmental policies and regulations, if any and implement the same.

g. You shall be required to comply with the information security policies and procedures of the Company and its clients notified from time to time.

5. Confidentiality and Proprietary Information:

During your internship, you may have access to trade secrets, proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company or its clients, details of the Company and its client's suppliers and customers. ("Confidential Information") By accepting this offer of internship as an intern, you acknowledge and agree that you shall keep all of this Confidential Information

confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your association with the Company, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

Also, during the term of your internship and thereafter, you agree to keep all the confidential information of the Company secrets and information that the Company holds proprietary or confidential. You further agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this letter, regarding compensation to any person, including other employees of the Company; provided, however, that you may discuss the terms of this letter with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.

All inventions, ideas, designs, circuits, schematics, formulas, algorithms, trade secrets, works of authorship, developments, processes, techniques, improvements and related know-how which result from work performed by you, alone or with others, on behalf of the Company or from access to the Company Confidential Information or property or which you may otherwise create in the performance of his job duties at any time during the internship with the Company whether or not patentable or copyrightable and all translation rights related thereto (collectively "Inventions and Works") shall be the property of the Company and, to the greatest extent permitted by law, shall be "works made for hire." You hereby irrevocably assign and agree to assign to the Company or its designee, without further consideration, his entire right, title, and interest in and to all Inventions and Works, including all rights to obtain, register, perfect, and enforce patents, copyrights and other intellectual property protection for Inventions and Works. You shall disclose promptly and in writing to the individual designated by the Company or to his immediate supervisor all Inventions and Works which he has made, authored or reduced to practice. During the Internship Period, and for one year after, you will assist the Company (at its expense) to obtain and enforce patents, copyrights and other forms of intellectual property protection on Inventions and Works.

You understand and agree that any breach by you of the provisions in this section could cause the Company to suffer irreparable harm and no adequate remedy at law would be available in respect thereof. Accordingly, you agree that upon any such breach, the

Company shall be entitled to seek equitable relief, as well as such further relief as may be granted by a court of competent jurisdiction.

6. Consent Regarding Personal Data

a. This clause relates to the Personal Data that you may be requested to provide in connection with your internship. Personal Data includes any information related to a natural person that is, in combination of other information or otherwise, is capable of identifying such person notably

including financial information such as Bank account or credit card or debit card or other payment instrument details, physical, physiological and mental health condition, sexual orientation, medical records and history, biometric information, any information or detail relating to previous employment details, educational qualifications and criminal record.

b. You hereby understand and consent to allow the Company, without any reservations, to (i) collect any of your Personal Data or other data through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your internship with the Company or any matters arising from such internship, and (iii) sharing such data with any outside agencies or third parties including Company's client for verification and validation of this information, processing in relation to internship or matters arising from such internship, or in compliance with the Company's contractual or statutory obligations.

c. You understand that you may withdraw the consent by informing in writing to Company's designated representative for this purpose. You also consent and accept that if such withdrawal of consent affects the purpose for which your Personal Data was sought, Company reserves the right to take steps as it deems appropriate. You understand that this consent is obtained by the Company to ensure compliance of The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 and any successor laws regarding the subject.

7. 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.

8. Background Verification Report

Upon your joining, the Company or Company's client may directly or through a third party, carry out a detailed background verification to validate the information and credentials submitted by you. The Company reserves the right to terminate your internship without notice, at any point during the course of internship, if the background verification report is found incongruent with the information and credentials provided by you. Additionally, in such an eventuality, the Company shall require you to refund the salary /remuneration paid including employee benefits, if any availed amongst any other benefits, till such date.

9. Termination:

Either you or the Company may terminate your internship by giving fifteen (15) days prior written notice. In case you are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder, the Company reserves the right to terminate your internship with immediate effect.



Upon termination of your internship with the Company for any reason, you shall:

- a. hand over charge to such person or persons as informed to you;
- b. surrender to HR representative or such specified person all of the Company's and its client's property including but not limited to any Confidential Information, all hardware, software, documents, books, or any other articles of the Company and its client's and /or copies thereof belonging to the Company which, pursuant to your internship with the Company, may be in your use, occupation, control or possession and must not retain any copies, extracts or reproductions of all or any part of that property or Confidential Information
- c. be eligible to receive the stipend upto the date of termination of your internship on a pro-rata basis.

This letter is not to be construed or interpreted as containing guarantee of continued employment with the Company. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

This letter reflects the entire agreement regarding the terms and conditions of your Internship. Accordingly, it supersedes and completely replaces any prior oral or written communication on this subject. This letter may not be modified or amended except by a written agreement, signed by the Company and by you. The offer described above is contingent upon the results of your reference/background check.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

If you have any questions, Please feel free to reach out to the HR team. We take this opportunity to welcome you to Cuelogic.

Kind Regards

For Cuelogic Technologies Pvt. Ltd

I hereby accept this offer.

(Prashant Bhagat)

HR Manager

(Dular Nikode)

Date : 3 / 12 / 2019

E-mail: info@cuelogic.co.in
Contact: (020) 67242323


CIN: U72200PN2016PTC135420
Website: www.cuelogic.com

Address: Unit 503, 5th floor, Godrej Castlemaine, next to Ruby Hall clinic, Bund garden road, Pune - 411001

Annexure I

STIPEND STRUCTURE DETAILS

Mr. Dular Nikode
Designation: Intern

Cuelogic Technologies Pvt Ltd			
5th Floor, Godrej Castlemaine, Next to Ruby Hall Clinic, Off Bund Garden Road, Pune - 411 001			
Salary Break-up			
Name	Dular Nikode		
Designation	Intern		
	Annual	Monthly	
Cost to Company	258,000	21,500	
EARNINGS			
Particulars	Amount	Amount	
Basic Salary	103,200	8,600	
House Rent Allowance	87,720	7,310	
Educational Allowances	11,610	968	
Other Allowance	55,470	4,623	
Gross Salary	258,000	21,500	
DEDUCTIONS			
Other/TDS			
Professional Tax	2,500	200	
ESIC Contribution	0	0	
PF Employee's Contribution	20,434	1,703	
PF Employer's Contribution	22,140	1,845	
TOTAL DEDUCTIONS	45,074	3,748	
Net Salary	212,926	17,752	
E & OE	Human Resource Department		

Annexure A

Please submit the photocopies of the following at the time of your joining for our record

- 1] - Photograph 2 passport size (with white Background)
- 2] - Documentary evidence of Educational Qualification
- 3] - Residential Address Proof (Any One)
 - Ration Card
 - Electricity Bill
 - Telephone bill
- 4]-Photo Identity (Any One)
 - Driving License
 - Passport Copy
 - Election ID card
- 5]- Aadhaar Card and Pan Card Photo Copy (Mandatory)

Branch - ETX - 2020 Batch

261

Fw: Offer letter / Confirmation Email.

Annasaheb Karale <a.karale@smauto.co.in>

To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "deputydirector.cr@mitaoe.ac.in" <deputydirector.cr@mitaoe.ac.in>

Sat, Mar 26, 2022 at 10:52 AM

Cc: Hemant Firodiya <h.firodiya@smauto.co.in>

To
Prof. Gangadhar Phad
Corporate Relation Executive
MIT Academy of Engineering,
Alandi (D) , Pune -412105.

Dear Sir,

This is with reference to your trailing mail regarding Confirmation mail for the Joining Details of your MIT Students with our Organization.

Following candidates were selected for our Organization & their joining details are as under :

Sr No	Name	Branch	DOJ	Designation	Department	Name of Organization
1	VIJAY J PATIL	ETX	05.02.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
2	PRATIK SURYAKANT SALUNKHE	ETX	23.10.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
3	BHUSHAN S. LAKHOTIYA	CHEMICAL	05.02.2020	Sr Engineer	Surface Coating Lab	S M AUTO ENGINEERING PVT.LTD; PUNE.
4	SURAJ S. GAIKWAD	CHEMICAL	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
5	SURAJ ANIL KHARE	CIVIL	05.02.2020	Tr. Engineer	Civil	S M AUTO ENGINEERING PVT.LTD; PUNE.
6	OMKAR G. TAMBE	MECH	05.02.2020	Tr. Engineer	Development	S M AUTO ENGINEERING PVT.LTD; PUNE.
7	UMESH A SHATTER	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
8	LOKESH SANTRAM YADAV	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
9	ROHIT MADHUSOOTHANAN PODUWAL	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.

This is for kind information.

Thanks & Regards,

Annasaheb Karale
Manager-HR & Admin
SM Auto Engineering Pvt. Ltd;
Plot No : B-19, H-Block, MIDC,
Pimpri, Pune (MH)-411018.
Mobile No: 7709003396
Website : www.smauto.co.in

From: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Sent: Friday, March 25, 2022 6:27 PM

To: Annasaheb Karale <a.karale@smauto.co.in>

Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Hemant Firodiya <h.firodiya@smauto.co.in>

Subject: Offer letter / Confirmation Email

Dear Sir,

Greetings of the Day

As per our telephonic conversation about the selected students offer letter / Confirmation Email Required. NAAC Committee is visiting our MIT Academy of Engg Campus in the upcoming days.

Below Mentioned Students Name - (2019-20 Batch Pass Out)

Total No of Selected Students is - 9

VIJAY J PATIL	ETX	S M AUTO ENGINEERING PVT.LTD.
PRATIK SURYAKANT SALUNKHE	ETX	S M AUTO ENGINEERING PVT. LTD.

BHUSHAN S. LAKHOTIYA	CHEMICAL	S M AUTO ENGINEERING PVT.LTD.
SURAJ S. GAIKWAD	CHEMICAL	S M AUTO ENGINEERING PVT.LTD.
SURAJ ANIL KHARE	CIVIL	S M AUTO ENGINEERING PVT.LTD.
OMKAR G. TAMBE	MECH	S M AUTO ENGINEERING PVT.LTD.
UMESH A SHATTER	MECH	S M AUTO ENGINEERING PVT.LTD.
LOKNATH S. YADAV	MECH	S M AUTO ENGINEERING PVT.LTD.
ROHIT MADHUSOOTHANAN PODUWAL	MECH	S M AUTO ENGINEERING PVT.LTD.

Regards,

Mr. Gangadhar Phad | 8390100244
Corporate Relation Executive
MIT Academy of Engineering
Alandi (D) , Pune -412105
Tel-020-30253500 | gangadhar.phad@mitaoe.ac.in
LinkedIn- <https://www.linkedin.com/in/mr-gangadhar-phad-4aa14a78/>
MIT AOE- <https://mitaoe.ac.in/corporate-relations.php>

upGrad

7-August-2020

Dear Ankit,

Congratulations! It is our pleasure to offer you the position of "Interns - Admissions" at upGrad Education Pvt. Ltd (upGrad).

upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets and we expect every upGrad team member to adhere to our core values of Long Term Thinking with Clinical Execution, Empathy & Impact, Accountability & Ownership, Delivering Excellence (LEAD).

Please find the specifics of your offer below:

- Your **Contract** will be governed by **upGrad Education Service Agreement**.
- You would be working remotely till the time we feel it's safe to resume normal operations, post which you will be deployed to any city of upGrad's choice.
- You are expected to join us on **10-August-2020** & duration would be **6 months**.
- You would be paid **Rs 25,000/- Per Month**.

IMPORTANT - Duration of internship would be 6 months. Performance evaluation will be carried out every 2 months, internship may be terminated at any point (with a notice of one week) if found unsatisfactory.

We would like to take this opportunity to welcome you to the **upGrad** family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For upGrad Education Private Limited

Received & Accepted

Authorized Signatory

Ankit Meshram

Annexure 2

- You will be required to submit below documents at the time of joining:
- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
- Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
- Education Documents (Certificate and Mark Sheet).
- SSC / HSC, Graduation Marksheet.
- Last employer Offer/Appointment letter and Relieving letter (if applicable).
- Last 3 months Pay slip/ Bank statements (if applicable).

MIT | Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: UpGrad Education: Campus Selections

2 messages

R Mathew <dir.tnp@mitaoe.ac.in>

To: Vikas Singh <vssingh@admin.maepune.ac.in>

Tue, Aug 11, 2020 at 4:01 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>

Date: Tue, Aug 11, 2020 at 3:58 PM

Subject: UpGrad Education: Campus Selections

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

UpGrad Education Pvt. Ltd. has selected the following 2020 passing out batch students of MITAOE, from the campus recruitment proceed conducted by MIT:

1. **Ankit Meshram** - B Tech Electronics Engineering
2. **Shraddha Shinde** - B Tech Civil Engineering

Forwarding herewith their offer letter received from the company, for records.

Regards,

Anil Kumar Pacha
Training & Placement

--
Warm Regards

Roy

2 attachments **Offer Letter - Ankit Meshram.pdf**
183K **Offer Letter - Shraddha Shinde.pdf**
183K

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:53 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>

Date: Tue, Aug 11, 2020 at 4:00 PM

Subject: UpGrad Education: Campus Selections

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

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2. Shraddha Shinde - B Tech Civil Engineering

Forwarding herewith their offer letter received from the company, for records.

Regards,

Anil Kumar Pacha
Training & Placement

2 attachments

 **Offer Letter - Ankit Meshram.pdf**
183K

 **Offer Letter - Shraddha Shinde.pdf**
183K

upGrad

7-August-2020

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upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets and we expect every upGrad team member to adhere to our core values of Long Term Thinking with Clinical Execution, Empathy & Impact, Accountability & Ownership, Delivering Excellence (LEAD).

Please find the specifics of your offer below:

- Your **Contract** will be governed by upGrad Education Service Agreement.
- You would be working remotely till the time we feel it's safe to resume normal operations, post which you will be deployed to any city of upGrad's choice.
- You are expected to join us on **10-August-2020** & duration would be **6 months**.
- You would be paid **Rs 25,000/- Per Month**.

IMPORTANT - Duration of internship would be 6 months. Performance evaluation will be carried out every 2 months, internship may be terminated at any point (with a notice of one week) if found unsatisfactory.

We would like to take this opportunity to welcome you to the upGrad family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For upGrad Education Private Limited

Received & Accepted

Authorized Signatory

Ankit Meshram

upGrad

Annexure 2

- You will be required to submit below documents at the time of joining:
- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
- Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
- Education Documents (Certificate and Mark Sheet).
- SSC / HSC, Graduation Marksheet.
- Last employer Offer/Appointment letter and Relieving letter (if applicable).
- Last 3 months Pay slip/ Bank statements (if applicable).



Offer: Computer Consultancy
Ref: TCSL/DT20206565279/Pune
Date: 14/04/2021

Mr. Ankit Motiram Meshram
Stella C2 Moshi Pune,
Behind Ostia,
Pune-412105,
Maharashtra.
Tel# -

Dear Ankit Motiram Meshram,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20206565279

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

TCS Confidential

TCSL/DT20206565279

3

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



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

Contact

www.linkedin.com/in/rameshwar-korde-772347129 (LinkedIn)

Top Skills

SQL

Core Java

Programming of C

Languages

English (Full Professional)

Hindi (Professional Working)

Marathi (Native or Bilingual)

Certifications

Learning Linux Command Line (2018)

IT Security Foundations : Core concepts

Rameshwar Korde

AWS | DevOps | Terraform | Jenkins | Ansible | Prometheus| Python
Pune

Summary

- Hand on experience on various AWS services like EC2, Auto Scaling, Load balancing, S3, IAM, Route53, VPC, RDS CloudWatch , Lambda , Event Bridge , AWS Config ,AWS Cloud Trail etc.
- Hands on experience on various DevOps tools like GIT, Terraform , Jenkins , Ansible , Maven , Prometheus and Grafana
- Setup static websites using AWS S3 , CloudFront and Route53
- Setup end to end process to daily stop and start of ec2 instances using AWS Lambda and Event Bridge
- Setup proactive monitoring for applications using CloudWatch, Prometheus and Grafana
- Setup Infrastructure for new services/application in AWS as per requirement using Terraform
- Update/Modify current AWS infrastructure using Terraform
- Working on setting up end to end CI/CD pipeline for java based application using Jenkins , Ansible , GIT , Maven and Jfrog
- Evaluate, demonstrate and perform POC on trending technologies(New Relic)
- Automate repetitive task/tool using automation playbook (Python Boto3/Ansible/Terraform)
- Work closely with our Cloud Operations, NOC and Systems Engineering teams during high severity incidents(P1/P2)

Experience

Tata Consultancy Services

DevOps Engineer

February 2022 - Present (4 months)

Pune, Maharashtra, India

- Hand on experience on various AWS services like EC2, Auto Scaling, Load balancing, S3, IAM, Route53, VPC, RDS CloudWatch , Lambda , Event Bridge , AWS Config ,AWS Cloud Trail etc.

- Hands on experience on various DevOps tools like GIT, Terraform , Jenkins , Ansible , Maven , Prometheus and Grafana
- Setup static websites using AWS S3 , CloudFront and Route53
- Setup end to end process to daily stop and start of ec2 instances using AWS Lambda and Event Bridge
- Setup proactive monitoring for applications using CloudWatch, Prometheus and Grafana
- Setup Infrastructure for new services/application in AWS as per requirement using Terraform
- Update/Modify current AWS infrastructure using Terraform
- Working on setting up end to end CI/CD pipeline for java based application using Jenkins , Ansible , GIT , Maven and Jfrog
- Evaluate, demonstrate and perform POC on trending technologies(New Relic)
- Automate repetitive task/tool using automation playbook (Python Boto3/ Ansible/Terraform)
- Work closely with our Cloud Operations, NOC and Systems Engineering teams during high severity incidents(P1/P2)

CodvaTech Labs

DevOps Engineer

July 2021 - December 2021 (6 months)

Pune, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune

B.TECH, electronics engineering · (2017 - 2020)

Fwd: Amdocs: Campus Selection

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:30 PM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>

Date: Fri, Jan 15, 2021 at 3:06 PM

Subject: Fwd: Amdocs: Campus Selection

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Forwarding herewith the Amdocs offer letter collected from the selected student, for records.

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>

Date: Fri, Jan 15, 2021 at 2:41 PM

Subject: Amdocs: Campus Selection

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Amdocs has selected one student of MTAOE, **Nikhil Haribhau Choudhar, (B.Tech Electronics, 2020 passed out batch)** from the campus recruitment.

Remuneration offered by the company is Rs. 5.00 Lacs per annum CTC.

Regards,

Anil Kumar Pacha
Training & Placement

On Thu, Jan 14, 2021 at 1:35 PM Floria Joseph <Floria.Joseph@amdcs.com> wrote:

Hi Hemant,

Below candidates are final selects.

Sarang Arun Deshmukh

Nikhil Haribhau Choudhar

Pratik Shiva Meshram

Devesh Milind Sonawane

Sayli Narendra Bavdane

Thanks n' Regards,

Floria Joseph

Talent Acquisition – Campus

(Direct) | Mob-9763340528

Email Id | floria.joseph@amdocs.com



Grow in your role today
Develop your career for tomorrow



Type <http://mynextjob/> in your browser to explore open positions.



This email and the information contained herein is proprietary and confidential and subject to the Amdocs Email Terms of Service, which you may review at <https://www.amdocs.com/about/email-terms-of-service>

- Choudhar Nikhil Haribhau.pdf
617K



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Congruex Asia Pacific LLP : Campus selections

2 messages

Mathew Roy <dir.tnp@mitaoe.ac.in>
To: tp2020all@mitaoe.ac.in

Wed, Jan 20, 2021 at 4:48 PM

Congreux Asia pacific LLP has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

No	First Name	Middle Name	Last Name	Degree	Branch	Campus
1	Chaitanya	Hanmant	Gangatirkar	B.E.	Electronics Engineering	MITAOE
2	Gayatri	Raosaheb	Jagadale	B.E.	Civil Engineering	MITAOE
3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

We wish them all the best!!!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 4:01 PM

On Wed, Jan 20, 2021, 3:37 PM Anil Kumar Pacha <anil.pacha@mitaoe.ac.in> wrote:
Dear Sir,

Congreux Asia pacific LLP has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

No	First Name	Middle Name	Last Name	Degree	Branch	Campus
1	Chaitanya	Hanmant	Gangatirkar	B.E.	Electronics Engineering	MITAOE
2	Gayatri	Raosaheb	Jagadale	B.E.	Civil Engineering	MITAOE
3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

Forwarding herewith the mail confirmation received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----
From: Rushikesh Choudhari <rushikesh.choudhari@mitwpu.edu.in>
Date: Wed, Jan 20, 2021 at 12:35 PM

Fwd: Congruex Asia Pacific LLP : Campus selections

2 messages

Mathew Roy <dir.tnp@mitaoe.ac.in>
To: tp2020all@mitaoe.ac.in

Wed, Jan 20, 2021 at

Congreux Asia pacific LLP has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

No.	First Name	Middle Name	Last Name	Degree	Branch	Campus
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3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

We wish them all the best!!!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitakumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 4:01

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Dear Sir,

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3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

Forwarding herewith the mail confirmation received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

Forwarded message
From: Rushikesh Choudhari <rushikesh.choudhari@mitwpu.edu.in>
Date: Wed, Jan 20, 2021 at 12:35 PM

Fw: Offer letter / Confirmation Email.

Annasaheb Karale <a.karale@smauto.co.in>

Sat, Mar 26, 2022 at 10:52 AM

To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "deputydirector.cr@mitaoe.ac.in" <deputydirector.cr@mitaoe.ac.in>

Cc: Hemant Firodiya <h.firodiya@smauto.co.in>

To
Prof. Gangadhar Phad
Corporate Relation Executive
MIT Academy of Engineering,
Alandi (D) , Pune -412105.

Dear Sir,

This is with reference to your trailing mail regarding Confirmation mail for the Joining Details of your MIT Students with our Organization.

Following candidates were selected for our Organization & their joining details are as under :

Sr No	Name	Branch	DOJ	Designation	Department	Name of Organization
1	VIJAY J PATIL	ETX	05.02.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
2	PRATIK SURYAKANT SALUNKHE	ETX	23.10.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
3	BHUSHAN S. LAKHOTIYA	CHEMICAL	05.02.2020	Sr Engineer	Surface Coating Lab	S M AUTO ENGINEERING PVT.LTD; PUNE.
4	SURAJ S. GAIKWAD	CHEMICAL	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
5	SURAJ ANIL KHARE	CIVIL	05.02.2020	Tr. Engineer	Civil	S M AUTO ENGINEERING PVT.LTD; PUNE.
6	OMKAR G. TAMBE	MECH	05.02.2020	Tr. Engineer	Development	S M AUTO ENGINEERING PVT.LTD; PUNE.
7	UMESH A SHATTER	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
8	LOKESH SANTRAM YADAV	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
9	ROHIT MADHUSOOTHANAN PODUWAL	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.

This is for kind information.

Thanks & Regards,

Annasaheb Karale
Manager-HR & Admin
SM Auto Engineering Pvt. Ltd;
Plot No : B-19, H-Block, MIDC,
Pimpri, Pune (MH)-411018.
Mobile No: 7709003396
Website : www.smauto.co.in

From: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>**Sent:** Friday, March 25, 2022 6:27 PM**To:** Annasaheb Karale <a.karale@smauto.co.in>**Cc:** Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Hemant Firodiya <h.firodiya@smauto.co.in>**Subject:** Offer letter / Confirmation Email

Dear Sir,

Greetings of the Day

As per our telephonic conversation about the selected students offer letter / Confirmation Email Required. NAAC Committee is visiting our MIT Academy of Engg Campus in the upcoming days.

Below Mentioned Students Name - (2019-20 Batch Pass Out)

Total No of Selected Students is - 9

VIJAY J PATIL	ETX	S M AUTO ENGINEERING PVT.LTD.
PRATIK SURYAKANT SALUNKHE	ETX	S M AUTO ENGINEERING PVT. LTD.



04/12/2021

Sneha Arbole

Awfis Space Solution Pvt Ltd. 2nd floor, Nucleus Mall, Opposite Commissioner office, 1 Church Road, Camp Pune-411001,
Pune, Maharashtra,
411001, India

Subject: Offer Letter

Dear Sneha,

With reference to your interview, we are pleased to offer you the position of **Trainee Analyst - Media_Performance (L4)** at Publicis Global Delivery – India on the following terms and conditions:

- 1 Your starting total annual compensation on cost to company (CTC) basis will be **INR 500,000.00** per annum as per Annexure-A along with this offer letter.
- 2 You will be working from our office at **IN MH Pune Awfis Nucleus**. This place of work can be changed based on exigencies of work.
- 3 You will be required to join the Company by **28/12/2021** as indicated by you failing which this offer shall lapse.
- 4 Either party will give the other **3 months'** notice in writing with or without cause to terminate this employment.
- 5 You will be issued a detailed formal appointment letter upon joining the Company.
- 6 You will be governed by the service rules/policies of the Company issued from time to time on all matters concerning your employment with the Company.
- 7 Withdrawal of offer of employment: The management reserves the right to withdraw the offer without notice on the following grounds.

a Unforeseen situations.

The management reserves the right to withdraw the offer in the case of any unforeseen situations like but not limited to natural calamities/ war/pandemic.

b Negative reference checks/False information provided.

If any declaration given, or information furnished by you, proves to be false, or if you are found to have willfully suppressed any material information, in such cases, your employment with our organization will be forthwith terminated without any notice.

Mumbai Office:
16th Floor, Tower A, Urmi Estate,
Ganpatrao Kadam Marg,
Lower Parel (West), Mumbai-400 013.
☎ + 91 22 3041 9922

Gurgaon Office:
Plot No 90D, Sector 18 Udyog Vihar Phase 4,
Gurgaon - 122 015, (Haryana), India
☎ (91-124) 389 3590, Fax : (91-124) 3300 0510

Registered Office:
15th Floor, Urmi Estate, Tower A, 95,
Ganpatrao Kadam Marg, Lower Parel
(West), Mumbai – 400013
CIN No.U74110MH1972FTC015798

Chem



Kindly sign and return the duplicate of this letter as a token of your acceptance of the offer. We look forward to you joining our organization and to a mutually beneficial association.

For and on Behalf of **Publicis Groupe (Publicis Global Delivery)**,

Shweta Gopalakrishnan
Head – Talent and Transformation

Offer Accepted (Signature):

Name:

Date:

Place:

Mumbai Office:
15th Floor, Tower A, Urmi Estate,
Ganpatrao Kadam Marg,
Lower Parel (West), Mumbai-400 013.
☎ + 91 22 3041 9922

Gurgaon Office:
Plot No 90D, Sector 18 Udyog Vihar Phase 4,
Gurgaon - 122 015, (Haryana), India
☎ (91-124) 389 3590, Fax : (91-124) 3300 0510

Registered Office:
15th Floor, Urmi Estate, Tower A, 95,
Ganpatrao Kadam Marg, Lower Parel
(West), Mumbai – 400013
CIN No.U74110MH1972FTC015798



HIGHWAY TO EXCELLENCE

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START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Apurva Pandurang Salunkhe

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Apurva Pandurang Salunkhe,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

271

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Prodair Air Products India Pvt. Ltd.

602, Pentagon 5, Magarpatta City,
Hadapsar,
Pune - 411013
Maharashtra
INDIA
T +91-20-49115252
E-mail : apimail@airproducts.in
Website : www.airproducts.in



Date: 24th April 2020

Dear Anchal Bharat ,

Greetings from Prodair Air Products India Pvt. Ltd.

This is with reference to your application for the position of **Graduate Engineer Trainee** at **Prodair Air Products India Pvt. Ltd.** and the subsequent interview(s) you had with us.

We are glad to inform you that you have been selected for the position and we wish to extend the salary offer as outlined below

SAP Position: **Graduate Engineer Trainee**

Location: Pune

Salary Components	Monthly (In INR)	Annual (In INR)
Basic Salary	14,988	1,79,856
Flexible Pay Package & Special Allowance	19,077	2,28,920
Gross Salary (SAP Base)	34,065	4,08,776
Provident Fund - 12% of basic salary	1,799	21,588
Gratuity* - 4.81% of basic salary	721	8,652
Variable pay (target amount) -15 % of the Gross Salary	5,110	61,320
TOTAL CTC	41,695	5,00,336

*As per The Payment of Gratuity Act 1972

Variable Pay

Variable Pay is an annual salary component which the employee is eligible to receive for meeting established company and business unit results. The "target amount" for variable pay represents the amount if the organization achieves 100% of target. The target percent for the above position is 15 % of the Gross Salary (SAP Base). The payout can be higher or lower, depending on the business results. Payment happens in November each year for the past fiscal year (Oct - Sept). You will get a pro-rated amount in case you are not employed throughout the full fiscal year. To be eligible for payment you must be employed for a minimum of 92 calendar days in the fiscal year (Oct - Sept) and be in the service of the company as on the date when the plan is payable to all employees. Variable pay is paid post completion of the required period as per the guidelines.

Other benefits are as mentioned below

- Group Mediciam Policy – In case of hospitalization the policy covers the employee, his/her spouse and two children (up to 25 Years age) with a floater of INR 350000/-.

Registered In India

Corporate Identity No. U24200PN2009PTC133706

Kochi site : C/o M/s BPCL, Kochi Refinery, Ambalamedu P.O., Dist. Ernakulam 682303, Kerala (INDIA)



Prodair Air Products India Pvt. Ltd.

602, Pentagon 5, Magarpatta City,
Hadapsar,
Pune - 411013
Maharashtra
INDIA
T +91-20-49115252
E-mail : apimail@airproducts.in
Website : www.airproducts.in



- Voluntary Mediciam Policy for employee's dependent parents / in-laws with a family floater of INR 200000/- or INR 300000/-, wherein company pays 50% of the premium and balance 50% will be paid by the employees.
- Group Term Life Insurance – Sum insured is equal to two times of the employee's Total CTC (excluding variable pay)
- Global Accidental Death and Disablement Insurance – Covers death, permanent total disability, permanent partial disability or temporary total disability due to accident with a sum insured of two times of the employee's Gross Salary – SAP Base

Please let us have your acceptance on the above offer on / before **4th May 2020** and subsequently we can confirm your date of joining.

Please note:

- All the joining expense reimbursement and notice pay buyouts will be recovered from you, in the event of you leaving the Company prior to completion of 2 (Two) years from the date of joining.
- Please intimate us once you get your Passing Certificate and Marksheet.
- You will need to undergo a medical test, as a part of the pre-joining formalities and you will be informed about the exact date of joining accordingly.
- The offer stands revoked if you do not clear your Graduation Certification course in Engineering on completion of the curriculum. Your joining is subject to completion of your Bachelor of Engineering / Technology successfully.
- You will be based at location mentioned above but may be required to undertake business trips or relocate as and when the business need arises. You need to be flexible for the same.

Training and Confirmation:

Your appointment shall be on training for a period of 12 months from the date of your joining or for such extended period/periods as the Management at its discretion shall decide based on your performance during the training period. You will receive a formal confirmation intimation either in writing or on mail subject to satisfactory performance of your duties during the training period.

Yours Sincerely,

For Prodair Air Products India Private Limited

Kavita John
Director HR India

I do hereby accept the salary offer proposed by **Prodair Air Products India Private Limited** subject to the details mentioned herein above which I have thoroughly read and understood.

Signature of the Job Applicant:	Date:
Name of the Job Applicant:	Place:

Registered In India

Corporate Identity No. U24200PN2009PTC133706

Kochi site : C/o M/s BPCL, Kochi Refinery, Ambalamedu P.O., Dist. Ernakulam 682303, Kerala (INDIA)



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accenture

Strictly Private and Confidential

Date:25-Feb-2020

Anshita Gahlot
C8572656

C-605, Phase 1, Hari Sankul, Ashoka Marg, Nashik
9763629029

Dear Anshita Gahlot,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. Following clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Strictly Private and Confidential

Date:11-Feb-2020

Natasha Ashok Ture
C8540366

Lalpeth Colony Qt. No. DSM -285, Chandrapur
7559351029

Dear **Natasha Ashok Ture**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

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In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements		Annual (INR)
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Maximum Annual Total earning potential (A+B)		4,15,500
(C) Joining Bonus		
Joining Bonus (Refer to the section C)		25,000
(D) Additional Benefits		
Gratuity as per law# + Insurance Premium (notional value)		9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)		4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

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ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



275 - Chem

HIKAL

HL/Off/Pune/SBP/2019-20

October 11, 2019

Mr. Sameer Bhagwan Patil
At - Umrothe, Post Manivali,
Tal Wada District Palghar
Maharashtra 421303

Dear Sameer,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Pune R&T located at Plot No. 3A, 2nd Phase, Intl. Biotech park, Hinjewadi, Pune-411057, on the following terms and conditions:

1. Your total fixed emoluments will be Rs. 400000/- (Rupees Four Lacs Only) per annum (all inclusive).
2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
3. You will join our services as early as possible but not later than 1st July 2020.
4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
5. Your engagement on training will be for a period of one year from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully,
for Hikal Limited

Abhishek Karn

Dy. General Manager - Human Resources

Agreed & Accepted
Sameer Bhagwan Patil
Date: 18/10/2019

Hikal Ltd.

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India Tel : +91-22-3097 3100 Fax : +91-22-2757 4277

Regd. Office: 717, Maker Chamber - 5, Narlman Point, Mumbai - 400 021, India Tel : +91-22-3926 7100, +91-22-6630 1801, Fax : +91-22-22833913

www.hikal.com Info@hikal.com CIN: L24200MH1988PTCO48028

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:10-Jan-2020

**Pravin Shantaram Pardeshi
C8465190**

**28, At Post- Wadajee, Tal - Bhadgaon, Dist- Jalgaon
9527855521**

Dear **Pravin Shantaram Pardeshi**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Chemical Branch

2019-2020 Batch

276

Contact

www.linkedin.com/in/tejas-satpute-177742169 (LinkedIn)

Top Skills

Management

Leadership

Strategic Planning

Tejas Satpute

Student at MAEER's Maharashtra Academy of Engineering,
Kelgaon, Tal Khed, Dist Pune
Pune

Education

MAEER's Maharashtra Academy of Engineering, Kelgaon, Tal Khed,
Dist Pune

BTech - Bachelor of Technology, Chemical Engineering · (2015 - 2020)

Campus selection

1 message

roy mathew <mitaoeroy@gmail.com>

To: cmd@mitaoe.ac.in

Tue, Feb 25, 2020 at 1:05 PM

JSW Steel has selected the following 7 students of MITAOE, from the campus recruitment process conducted at MIT 4th February 2020.

No	First Name	Middle Name	Last Name		Branch
1	Kartik	Vijay	Badkas	B.E.	Chemical Engineering
2	Md	Saajid	Ali	B.E.	Chemical Engineering
3	Shriya	Arun	Vaidya	B.E.	Chemical Engineering
4	Tejas	Sunil	Satpute	B.E.	Chemical Engineering
5	Vishal	Dilip	Mahanwar	B.E.	Chemical Engineering
6	Kunal	Samadhan	Ghatale	B.E.	Mechanical
7	Rutvij	Ashok	Wakalkar	B.E.	Mechanical

Remuneration offered by the company is Rs. 6.00 lacs per annum CTC.

We wish them all the best

BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date: 10-Jan-2020

Rushikesh Subhash Dhamorikar
C8465191

New Dhanlaxmi Nagar, Mulki Road, Wadgoan, Yavatmal
7620138551

Dear **Rushikesh Subhash Dhamorikar,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level - Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/oandicate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.





c2c@cognizant.com 11/28/2020

to me ✓



cid:image001.jpg@01D41779.2C644F00

Dear Advaiti Premodkolhe,

Greetings from **Cognizant**!

We are glad to share the DATE OF JOINING INTIMATION MAILER with your Date of Joining and job location details.

Date of Joining: 2nd Dec 2020; Job Location: Pune

Due to current travel restriction and other parameters, your onboarding process will be virtual. Detailed steps about virtual onboarding process will be shared in a separate mail. You need not travel to the job location or any **Cognizant** office for onboarding or training or project work until further notice from us. Kindly ignore the automated system SMS which you may receive one day before DOJ asking to report to office for onboarding.

Kindly accept this Date Intimation only if you are currently residing within India and have access to laptop / desktop with high speed internet.

Location mentioned in this mailer will be your job location, kindly ignore any other location mentioned in the One **Cognizant** pre joining forms. The joining location mentioned in this mail will be your base location of work when **Cognizant** offices are operational post the pandemic. The operational plan to report at this location will be separately intimated through HR. Till then you would be working on a virtual mode.

Agenda:

Day 1 : Document validation and Onboarding process via webex (video conferencing).

Day 2 onwards: Virtual Induction and Virtual Training / Virtual BU Project (Further details will be intimated on Day 1)

We request you to login to One **Cognizant**, accept your Date of joining (DOJ), complete the pre-joining forms and photo upload (Try in latest version of Internet Explorer Browser) on or before 29th Nov 2020. Kindly ignore this pointer if you have accepted the DOJ in OneCognizant portal already

- The option to accept the DOJ in the 1C portal would be disabled one day prior to the DOJ. However, the earlier you accept, the faster will be your onboarding pass generation process. Kindly do not accept the DOJ more than once.

- Candidates who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further

06-Dec-2019

Dear Sontakke Rakesh Pandurang,
B.Tech/B.E., Chemical Engineering
Maharashtra Institute of Technology



Candidate ID – 13781472

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a **secure environment** for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Sontakke Rakesh Pandurang

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

06-Dec-2019

Dear Jagi Shweta Arun,
B.Tech/B.E., Chemical Engineering
Maharashtra Institute of Technology



Candidate ID – 13781473

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Jagi Shweta Arun

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition

Cognizant Technology Solutions

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Interview Selects at MIT Pune.xlsx

29K

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13782048	Vaibhav Gajanan	kale	vgkale@mitaoe.ac.in	7744836967	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch campus selections.
Password for the attached file: infosys\$123

----- Forwarded message -----

From: **Manish Singh** <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

+91 9930024980

2 attachments

 image001.png
6K

 Final Offers College.xlsx
26K



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Offers_System engineer_MIT College

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:37 PM

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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Ajinkya Mukund Pannase	ampannase@mitaoe.ac.in	Mechanical Engineering
Tanmay Dipak Kowlgi	tanmay.kowlgimit@gmail.com	Mechanical Engineering
Atharva Manoj Desale	atharva.desale@gmail.com	Mechanical Engineering
Arunkumar Ranvijay Chauhan	arunkumarc709@gmail.com	Computer Science Engineering
Pranaatee Ravindra Shirsekar	pshirsekar2498@gmail.com	Mechanical Engineering
Dinesh Kisan Banjara	dinesh.banjara11@gmail.com	Elec. and TeleComm. Engg
Rajat Ravindra Marathe	rajatrmarathe@gmail.com	Information Technology
Srushti Harishchandra Bhatkar	shbhatkar@mitaoe.ac.in	Elec. and TeleComm. Engg
Manish Santosh Kolwankar	manishkolwankar08@gmail.com	Mechanical Engineering
Bhagyashree Sharad Narawade	bhagyashreenarawade007@gmail.com	Mechanical Engineering
Pragati Gajanan Jawalkar	pragatijawalkar18@gmail.com	Information Technology
Shivani Rajendra Gadhave	shivanigadhave46@gmail.com	Information Technology
Saloni Manoj Wandile	saloniwandile@gmail.com	Information Technology
Nilkanth Vilas Jejurkar	nvjejurkar@mitaoe.ac.in	Mechanical Engineering
Juilee Ganesh Karlekar	juileekarlekar2015@gmail.com	Mathematics
Siddhi Balu Hagawane	siddhihagawane22@gmail.com	Computer Science Engineering
Madhusudan Shashikant Patil	madhusudan-patil@mitaoe.ac.in	Mechanical Engineering
Abhijit Vijay Patil	abhivpatil@mitaoe.ac.in	Mechanical Engineering
Kshitija Sanjay Bavakar	ksbavakar@mitaoe.ac.in	Mechanical Engineering
Akash Rajkumar Prasad	arprasad@mitaoe.ac.in	Mechanical Engineering
Pratik Vilas Bhurbhure	pvbhurbhure@mitaoe.ac.in	Mechanical Engineering
Ritesh Shyam Shirude	riteshshirude90@gmail.com	Computer Science Engineering
Mayuresh Yashwant Mohite	mymohite@mitaoe.ac.in	Elec. and TeleComm. Engg
Prathamesh Vishwajit Wagh	pvwagh@mitaoe.ac.in	Information Technology
Varad Chandrakant Khot	varadkhot2@gmail.com	Elec. and TeleComm. Engg
Soumya Subhash Mishra	ssmishra@mitaoe.ac.in	Electronics Engineering
Renin Ravindran	reninravindran7@gmail.com	Elec. and TeleComm. Engg
Apurva Avinash Dhundur	aadhundur@mitaoe.ac.in	Computer Science Engineering
Kartik Prakash Shinde	kartik.shinde@yahoo.com	Civil Engineering
Vikramdas Prakash Vaishnav	vikramvaishnav.22@gmail.com	Computer Science Engineering
Archana Babasaheb Bangar	archanbangar98@gmail.com	Information Technology
Sameer Gulabrao Thakare	sameer.thakaremit@gmail.com	Information Technology
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Gargeya Sandeep Bapat	garsbap11@gmail.com	Mechanical Engineering
Tanuja Sudhir Gangarde	tanu17.sgangarde@gmail.com	Computer Science Engineering

Sandhya Dnyaneshwar Awari	sdawari@mitaoe.ac.in	Elec. and TeleComm. Engg
Piyusha Sanjay Umbrajkar	piyushaumbrajkar@gmail.com	Elec. and TeleComm. Engg
Akash Ramesh Nadgire	nadgireakash94@gmail.com	Mechanical Engineering
Swaraj Suhas Mehta	swaraj2051998@gmail.com	Information Technology
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Mahek Mateen Ansari	amahek21@gmail.com	Elec. and TeleComm. Engg
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Snehal Mahasidha Mhamane	smmhamane@mitaoe.ac.in	Computer Engineering
Nishant Dhananjay Patil	nishantpatil192@gmail.com	Mechanical Engineering
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Kiran Vikas Patil	kiranpatil23777@gmail.com	Computer Science Engineering
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Mahesh Ashok Gore	maheshgore111@gmail.com	Mechanical Engineering
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Akash Rajendra Jagtap	arjagtap@mitaoe.ac.in	Mechanical Engineering
Rushikesh Pramod Chaudhari	rpchaudhari@mitaoe.ac.in	Mechanical Engineering
Sijo Alex	sijoalex157@gmail.com	Mechanical Engineering
Sumit Vasant Rao Parkor	svparkor@mitaoe.ac.in	Mechanical Engineering
Shubham Ganesh Kolhe	shubhamkolhe198@gmail.com	Mechanical Engineering
Aentriksh Sanjay Khanzode	askkhanzode@mitaoe.ac.in	Mechanical Engineering
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Pranav Niteenchandra Limaye	pranavlimaye07@gmail.com	Computer Science Engineering
Chaitanya Suresh Girolkar	chaitanya98619@gmail.com	Mechanical Engineering
Vivin Sunil Oza	vivin.oza@gmail.com	Mechanical Engineering
Saakshi Sheshrao Jadhav	saakshijadhav1118@gmail.com	Mechanical Engineering
Ajinkya Subodh Rede	asrede@mitaoe.ac.in	Information Technology
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Ameya Pandurang Jagdale	amayjagdale456@gmail.com	Computer Science Engineering
Sushil Ravindra Chaudhari	sushil4dhari@gmail.com	Information Technology
Krishna Naresh Sarda	krishna.sarda02@gmail.com	Civil Engineering
Yash Vijay Mittal	mittalyashv1@gmail.com	Mechanical Engineering
Aditya Dilip Kolekar	adityakolekar143@gmail.com	Elec. and TeleComm. Engg
Siddhant Milindkumar Shamkure	siddhantshamkure@gmail.com	Mechanical Engineering
Samen Sanjay Pendhari	samenpendhari123@gmail.com	Mechanical Engineering
Anup Vasant Kolte	avkolte@mitaoe.ac.in	Computer Science Engineering
Sourabh Bharat Hulawale	sourabh.hulawalemit@gmail.com	Petroleum Engineering

Sourav Sharad Jethwa	souravjethwa99@gmail.com	Information Technology
Shreyas Santosh Kharolkar	shreyas.kharolkar@gmail.com	Mechanical Engineering
Parth Sandeep Malpathak	parthmalpathak@gmail.com	Mechanical Engineering
Neha Rajendra Patil	nehapatil27699@gmail.com	Mechanical Engineering
Sanket Sanjay Pawar	ssp99mit@gmail.com	Petroleum Engineering
Ashish Safaya	safayaashish3@gmail.com	Civil Engineering
Shreyas Sanjay Vora	shreyascalyx@gmail.com	Mechanical Engineering
Praharsha Prashant Mahurkar	praharshapm@gmail.com	Elec. and TeleComm. Engg
Prajakta Prashant Barve	prajaktabarve92@gmail.com	Mechanical Engineering
Himanshu Shankar Nawlani	himanshunawlani7@gmail.com	Petroleum Engineering
Amita Rajesh Shivarkar	amitashivarkar99@gmail.com	Mechanical Engineering
Ajinkya Dattatraya Dhumane	dhumaneajinkya1998@gmail.com	Elec. and TeleComm. Engg
Aashita Tandon	ashtandon19@gmail.com	Computer Science Engineering
Hrushikesh Shrawan Ahire	hrushikesh.ahire@gmail.com	Mechanical Engineering
Swansh Suneel Mohidekar	swanshmoh@gmail.com	Polymer Engineering
Pranit Jagannath Kadam	pranitjkadam4386@gmail.com	Mechanical Engineering
Lubhavani Singh	lubhavani@mitaoe.ac.in	Computer Science Engineering
Anchal Bharat Mahure	abmahure@mitaoe.ac.in	Chemical Engineering
Sanyukta Suhas Kasture	sanyukta.kasturemit@gmail.com	Petroleum Engineering
Sachin Shivaji Pawar	sachinsp_petro20@yahoo.com	Petroleum Engineering
Shreyas Sunil Varune	varuneshreyas1995@gmail.com	Computer Applications
Pramod Dattatray Torase	pramodtorase1997@gmail.com	Computer Science
Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi15@gmail.com	Mechanical Engineering

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Enpro Industries: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:29 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Sep 19, 2019 at 10:59 AM
Subject: Enpro Industries: Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Enpro Industries Pvt. Ltd. has selected the following three students of MITAOE, from the recruitment process conducted at MIT campus on 18th September 2019:

1. Asif Rajuri - BE Chemical
2. Purushottam Nirgude - BE Mechanical
3. Nihar Ranjan Das - BE Mechanical

Remuneration offered by the company is Rs. 4.00 Lacs per annum
Forwarding herewith the formal confirmation mail received from the company.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Anil R. Pendse <anil.pendse@enproindia.com>
Date: Wed, Sep 18, 2019 at 7:28 PM
Subject: MIT Pune - Campus Placement 2019 (Joining July 2020)
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>

Dear Sir,

Thank you for hosting us at MIT campus today for the placement drive for July 2020 joining. We really appreciate your & your teams support which helped us to conduct this drive smoothly & timely. We would like to inform that we have selected the following students (Total 8 Nos). This is for your information & necessary further action:

1. Pratik Rajkumar Talekar (B.E Mechanical, MITCOE)
2. Nihar Ranjan Das (B.E Mechanical, MITAOE)
3. Aishwarya Laxman Pawar (B.E Mechanical, MIT)
4. Manish Santosh Kolwankar (B.E Mechanical, MIT)
5. Sanket Gajanan Parandkar (B.E Mechanical, MIT)
6. Vivek Shivananda Narole (B.E Mechanical, MIT)
7. Asif Kadarso Rajuri (B.E Chemical, MITAOE)



Mr. Vishal Dilip Mahanwar.
MIT Pune

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India
CIN : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Vishal,

25th February 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'LOST' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:


1. **Salary & benefits:**

Basic	Rs. 10750/- p.m
HRA	Rs. 6370/- p.m
Conveyance	Rs. 3950/- p.m
Supplementary Allowance	Rs. 13582/- p.m
Food Coupons	Rs. 1500/- p.m
Medical Reimbursement	Rs. 896/- p.m
L.T.A	Rs. 896/- p.m
Provident Fund	Rs. 1290/- p.m
Gratuity	Rs. 516/- p.m
Bonus	Rs. 2150/- p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

2. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
3. You are requested to report at JSW Steel Ltd, Dolvi Works on 1st March 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1 Matriculation certificate in support of your date of birth.
 - 3.2 All certificates and marks sheets in support of your qualification.
 - 3.3 Two copies of your recent passport and two stamp size color photographs.
 - 3.4 Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5 Release order, Salary certificates and experience certificate if any.
 - 3.6 PAN Card (Compulsory).
 - 3.7 Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
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 27th February 2021 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Dilip Kumar Sinha
(Vice President - HR)





Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

Ved Prakash <vprakash@mitaoe.ac.in>
To: vssingh@admin.maepune.ac.in

Wed, Sep 18, 2019 at 3:25 PM

----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>
Date: Mon, 16 Sep 2019 6:37 pm
Subject: Congratulations! You have been selected to be part of Accenture!
To: <vprakash@mitaoe.ac.in>



accenturetechnology

TALENT DRIVE 2020

START YOUR CAREER AT ONE OF THE WORLD'S
MOST INNOVATIVE TECH COMPANIES

NEW APPLIED NOW

See you soon at Accenture!

Dear Ved Prakash,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- a. Login to the portal with the Link and Credential provided in the User Credential mail

received with this mail.

- b. You will be redirected to the Dashboard Page.
- c. Click on the My Task tab on the top.
- d. Select the Task assigned.
- e. Download and read the Letter of Intent for no confusion.
- f. Select the check box and click on submit button for accepting the offer.

Should you have any questions, please feel free to reach out to us on the helpdesk link present on the site.

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

Saurabh Kor <skkor@mitaoe.ac.in>

Thu, Sep 19, 2019 at 9:05 PM

To: vssingh@admin.maepune.ac.in

----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Mon, 16 Sep 2019, 6:37 pm

Subject: Congratulations! You have been selected to be part of Accenture!

To: <skkor@mitaoe.ac.in>



accenture

**TALENT DRIVE
2020**

**START YOUR CAREER AT ONE OF THE WORLD'S
MOST INNOVATIVE TECH COMPANIES**

NEW APPLIED NOW

See you soon at Accenture!

Dear Saurabh Karbhari Kor,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- a. Login to the portal with the Link and Credential provided in the User Credential mail



Hikal

HL/Off/Pune/SBP/2019-20

October 11, 2019

Mr. Sameer Bhagwan Patil
At - Umrothe, Post Manivali,
Tal Wada District Palghar
Maharashtra 421303

Dear Sameer,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Pune R&T located at Plot No. 3A, 2nd Phase, Intl. Biotech park, Hinjewadi, Pune-411057. on the following terms and conditions:

1. Your total fixed emoluments will be Rs. 400000/- (Rupees Four Lacs Only) per annum (all inclusive).
2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
3. You will join our services as early as possible but not later than 1st July 2020.
4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
5. Your engagement on training will be for a period of one year from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully,
for Hikal Limited

Abhishek Karn

Dy. General Manager - Human Resources

Agreed & Accepted
Sameer Bhagwan Patil
Date: 18/10/2019

Hikal Ltd.

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India Tel : +91-22-3097 3100 Fax : +91-22-2757 4277

Regd. Office: 717, Maker Chamber - 5, Narlman Point, Mumbai - 400 021, India Tel : +91-22-3926 7100, +91-22-6630 1801. Fax : +91-22-22833913

www.hikal.com Info@hikal.com CIN: L24200MH1988PTC048028



HL/Off/Taloja/PPW/2019-20

October 11, 2019

Mr. Pradip Prabhakar Rao Waghmare
Dinkar Nagar (Jamni) Tah - Seloo Post
Akoli District Wardha Maharashtra 442001

Dear Pradip,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Taloja Plant located at T-21, MIDC Industrial Area Taloja, District Raigad on the following terms and conditions:

1. Your total fixed emoluments will be Rs. 400000/- (Rupees Four Lacs Only) per annum (all inclusive).
2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
3. You will join our services as early as possible but not later than 1st July 2020.
4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
5. Your engagement on training will be for a period of one year from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully,
for Hikal Limited



Abhishek Karn

Dy. General Manager - Human Resources

Agreed & Accepted
Pradip Prabhakar Rao
Waghmare
Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India. Tel. : +91-22-3097 3100. Fax : +91-22-2757 4277

Regd. Office: 717, Maker Chamber - 5, Nariman Point, Mumbai - 400 021, India. Tel. : +91-22-3926 7100, +91-22-6630 1801. Fax : +91-22-22833913

www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028

HIKAL

HIKAL

HL/Off/Taloja/PPW/2019-20

Mr. Pradip Prabhakar Rao Waghmare

Please furnish the following documents on the day of joining.

1. Copies of Testimonials (Photocopy with Original).
2. Photocopy of Address Proof (Driving License/ Passport/Election ID card) (anyone)
3. Photocopy of PAN Card.
4. Photocopy of Aadhar Card.
5. 3 Photographs (PP Size).

①

SALARY DETAILS

Name: Pradip Prabhakarrrao Waghmare

Designation: Engineer Trainee

Location: Taloja

	Salary Description	Per Month	Per Annum
A	Monthly		
	Basic	13,333	1,60,000
	HRA	5,733	80,000
	Conveyance Allowance	1,600	19,200
	Medical Allowance	900	10,800
	Business Development Allowance	8,496	72,072
	Total A	28,506	3,42,072
B	Annual		
	Leave Travel Assistance (Paid Annually)	900	10,800
	Bonus / Exgratia	1,400	16,800
	Total B	2,300	27,600
C	Medical Claim Premium	286	3,432
	Co. P F Contribution	1,600	19,200
	Gratuity	641	7,696
	Total C	2,527	30,328
	Total CTC	33,333	4,00,000

Note: All above payments are subject to deduction of Income Tax as applicable
 Your coverage is as per the provisions of Group Medclaim Policy
 Gratuity will be paid subject to completion of five years of service as per "The Payment of Gratuity Act 1972"



HL/Off/Panoli/SSL/2019-20

October 11, 2019

Mr. Sukalp Someshwar Lamture
1276/5, Opp MSEB Sub Station
Wani Plot Agalgaon Road Barshi
Solapur Maharashtra 413401

Dear Sukalp,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Panoli Plant located at Plot No.629/630, GIDC Industrial Estate, Panoli-394116, Gujarat on the following terms and conditions:

1. Your total fixed emoluments will be Rs. 400000/- (Rupees Four Lacs Only) per annum (all inclusive).
2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
3. You will join our services as early as possible but not later than 1st July 2020.
4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
5. Your engagement on training will be for a period of one year from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully,
for Hikal Limited

Abhishek Karn

Dy. General Manager - Human Resources

Agreed & Accepted
Sukalp Someshwar Lamture
Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India Tel : +91-22-3097 3100 Fax : +91-22-2757 4277

Regd. Office: 717, Maker Chamber - 5, Nariman Point, Mumbai - 400 021, India. Tel. : +91-22-3926 7100, +91-22-6630 1801. Fax : +91-22-22833913

www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028

SALARY DETAILS

Name: Sukalp Someshwar Lamture

Designation: Engineer Trainee

Location: Panoli

	Salary Description	Per Month	Per Annum
A	Monthly		
	Basic	13,333	1,60,000
	HRA	5,733	64,000
	Conveyance Allowance	1,600	19,200
	Medical Allowance	900	10,800
	Business Development Allowance	8,496	88,072
	Total A	28,506	3,42,072
B	Annual		
	Leave Travel Assistance (Paid Annually)	900	10,800
	Bonus / Exgratia	1,400	16,800
	Total B	2,300	27,600
C	Medical Claim Premium	286	3,432
	Co. P F Contribution	1,600	19,200
	Gratuity	641	7,696
	Total C	2,527	30,328
	Total CTC	33,333	4,00,000

Note: All above payments are subject to deduction of Income Tax as applicable

Your coverage is as per the provisions of Group Mediclaim Policy

Gratuity will be paid subject to completion of five years of service as per "The Payment of

Gratuity Act 1972"

0



HL/Off/Taloja/SPP/2019-20

October 11, 2019

Mr. Swarup Prakash Patil
15/2 B Ramkrushna Colony,
Sugermil Kasba Bavda Kolhapur
416006

Dear Swarup,

With reference to your application for employment and the subsequent discussion you had with us, we are pleased to offer you the position of "Engineer Trainee" at our Taloja Plant located at T-21, MIDC Industrial Area Taloja, District Raigad on the following terms and conditions:

1. Your total fixed emoluments will be Rs. 400000/- (Rupees Four Lacs Only) per annum (all inclusive).
2. Your appointment will be subject to your medical fitness duly certified by the company referred Medical Officer and on the verification of your certificates / testimonials.
3. You will join our services as early as possible but not later than 1st July 2020.
4. The detailed letter of appointment giving break-up of your salary and the description of your service conditions will be issued to you on your joining our services.
5. Your engagement on training will be for a period of one year from the date you will start reporting at our office and thereafter depending upon your performance, you may be taken on probation.
6. Subsequently upon confirmation, if you are desirous of leaving our services, or if your services are terminated by the Company, the same shall be done by serving 90 days' notice or payment in lieu thereof, on either side.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the said offer and terms thereof.

Yours faithfully,
for Hikal Limited

Abhishek Karn
Dy. General Manager - Human Resources

Agreed & Accepted
Swarup Prakash Patil
Date:

Hikal Ltd.

Admin. Office: Great Eastern Chambers, 6th Floor, Sector 11, CBD Belapur, Navi Mumbai - 400 614, India Tel. : +91-22-3097 3100, Fax : +91-22-2757 4277

Regd. Office: 717, Maker Chamber - 5, Nariman Point, Mumbai - 400 021, India. Tel. : +91-22-3926 7100, +91-22-6630 1801 Fax : +91-22-22833913

www.hikal.com info@hikal.com CIN: L24200MH1988PTC048028

HIKAL

HIKAL

HL/Off/Taloja/SPP/2019-20

Mr. Swarup Prakash Patil

Please furnish the following documents on the day of joining.

- 1. Copies of Testimonials (Photocopy with Original).**
- 2. Photocopy of Address Proof (Driving License/ Passport/Election ID card) (anyone)**
- 3. Photocopy of PAN Card.**
- 4. Photocopy of Aadhar Card.**
- 5. 3 Photographs (PP Size).**

6

SALARY DETAILS

Name: Swarup Prakash Patil

Designation: Engineer Trainee

Location: Taloja

	Salary Description	Per Month	Per Annum
A	Monthly		
	Basic	13,333	1,60,000
	HRA	5,733	80,000
	Conveyance Allowance	1,600	19,200
	Medical Allowance	900	10,800
	Business Development Allowance	8,496	72,072
	Total A	28,506	3,42,072
B	Annual		
	Leave Travel Assistance (Paid Annually)	900	10,800
	Bonus / Exgratia	1,400	16,800
	Total B	2,300	27,600
C	Medical Claim Premium	286	3,432
	Co. P F Contribution	1,600	19,200
	Gratuity	641	7,696
	Total C	2,527	30,328
	Total CTC	33,333	4,00,000

Note: All above payments are subject to deduction of Income Tax as applicable

Your coverage is as per the provisions of Group Mediclaim Policy

Gratuity will be paid subject to completion of five years of service as per "The Payment of Gratuity Act 1972"

①

28th February, 2020

Mr. Amey Shende

Pune

Subject: Letter of Intent

Dear Amey,

Subsequent to your successful interview process with us, we are pleased to confirm our willingness to avail of your services as an employee for Ecolab/Nalco as a **"Technical Engineer III"**.

The **Total Annual Base Pay** offered will be INR 2,97,402 | Two Lacs Ninety-Seven Thousand Four Hundred and Two.

The **Total Compensation** offered will be INR 3,57,396 INR | Three Lacs Fifty-Seven Thousand Three Hundred and Ninety-Six.

The above-mentioned compensation is offered as per the Company norms. You shall keep your compensation details confidential and shall not share the same with anyone. All confidential information (including this Letter of Intent) in respect of the Company matters that you may acquire during the course of this contract shall not be divulged by you to any outside party nor will you use such information in any manner whatsoever directly in conflict with the interests of the Company. The Company reserves the right to take appropriate legal action in case of any breach.

Upon acceptance of this letter you shall not accept any other employment/consultancy offer from any other entity.

Unless you fail to clear your exams or secure less than 60% aggregate marks or engage yourself in any act which is detrimental to the interests of the Company, Company shall issue the offer letter with detailed terms and conditions mentioned along with date of joining. In the meantime, we request your confirmation of this offer by sharing a signed copy of this letter as token of your acceptance.

We welcome you to the Ecolab Family and look forward working with you.

Wish you all the best.

Yours Sincerely,

For Nalco Water India Limited



Amit Mohan
Head – Human Resources

I accept the above-mentioned employment offer and acknowledge receiving a copy of the same.

Received & Accepted (Sign) _____

Mr Amey Shende

Date:

Registered & Corporate Office:
S. No. 238/239, 3rd Floor, Quadra 1, Panchshil, Magarpatta City Road, Sade Satra Nali, Pune - 411 028, India.
Telephone : 91 20 66594000, Fax : + 91 20 66594380
CIN - U22229PN1987PLC140332

Factory:
1, Lenin Sarani, P.O. Konnagar - 712 235, District Hoogly, West Bengal, India.
Telephone : + 91 33 66801000, Fax : + 91 33 66801010

28th February, 2020

Mr. Amey Shende

Pune

Subject: Letter of Intent

Dear Amey,

Subsequent to your successful interview process with us, we are pleased to confirm our willingness to avail of your services as an employee for Ecolab/Nalco as a **"Technical Engineer III"**.

The **Total Annual Base Pay** offered will be INR 2,97,402 | Two Lacs Ninety-Seven Thousand Four Hundred and Two.

The **Total Compensation** offered will be INR 3,57,396 INR | Three Lacs Fifty-Seven Thousand Three Hundred and Ninety-Six.

The above-mentioned compensation is offered as per the Company norms. You shall keep your compensation details confidential and shall not share the same with anyone. All confidential information (including this Letter of Intent) in respect of the Company matters that you may acquire during the course of this contract shall not be divulged by you to any outside party nor will you use such information in any manner whatsoever directly in conflict with the interests of the Company. The Company reserves the right to take appropriate legal action in case of any breach.

Upon acceptance of this letter you shall not accept any other employment/consultancy offer from any other entity.

Unless you fail to clear your exams or secure less than 60% aggregate marks or engage yourself in any act which is detrimental to the interests of the Company, Company shall issue the offer letter with detailed terms and conditions mentioned along with date of joining. In the meantime, we request your confirmation of this offer by sharing a signed copy of this letter as token of your acceptance.

We welcome you to the Ecolab Family and look forward working with you.

Wish you all the best.

Yours Sincerely,

For Nalco Water India Limited



Amit Mohan
Head – Human Resources

I accept the above-mentioned employment offer and acknowledge receiving a copy of the same.

Received & Accepted (Sign) _____

Mr Amey Shende

Date:

Registered & Corporate Office:
S. No. 238/239, 3rd Floor, Quadra 1, Panchshil, Magarpatta City Road, Sade Satra Nali, Pune - 411 028, India.
Telephone : 91 20 66594000, Fax : + 91 20 66594380
CIN - U22229PN1987PLC140332

Factory:
1, Lenin Sarani, P.O. Konnagar - 712 235, District Hoogly, West Bengal, India.
Telephone : + 91 33 66801000, Fax : + 91 33 66801010



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Worley India Private Limited
(formerly Jacobs Engineering India Private Limited)
New Energy House, Ramkrishna Mandir Road
Kondivita, Andheri (E),
Mumbai - 400 059 India

Telephone: +91.22.26812000
Fax: +91.22.28208295

worley.com

Ref: SPN/pns

23 October 2020

Ms. Apurva Salunkhe
Maharashtra

Dear Apurva,

Further to the discussion you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee** in our organization, with a revised stipend of Rs. 28,000/- per month.

Your formal appointment letter will be issued to you within a week of your joining.

Kindly bring along with you, necessary certificates in original to enable us to check date of birth and qualifications for verification. Please also bring 1 stamp size and 2 passport size photographs on your joining date.

This offer is valid subject to medical fitness and background verification clearance.

The Company fully reserves the right to terminate your services in future if the information/ documents provided by you are found to be discrepant.

Your earlier offer is rescinded & this offer supersedes.

Please return the duplicate copy of this letter, duly signed, in token of your acceptance.

Yours faithfully,

WORLEY INDIA PRIVATE LIMITED
(FORMERLY JACOBS ENGINEERING INDIA PRIVATE LIMITED)

Sanjiv Nehete
Sr. General Manager - HR

I ACCEPT

SIGNATURE:

QUALITY TUTORIALS PRIVATE LIMITED

206, Floor-2, Arun Chambers, Pandit Madan Mohan Malviya Marg, Tardeo, Mumbai -400034

28th December 2019

Name: Ronak Yogesh Mistry

Email: rymistry@mitaoe.ac.in

Dear Ronak,

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO**. We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **"Trainee- Business Development"**

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. 5, 60,000 (Five Lac and Sixty thousand only) comprising of Rs. 3,60,000 as fixed and Rs. 2,00,000 as performance-based variable.

Your total compensation post internship & review would be Rs. 10,00,000 (Ten Lac only) comprising of Rs. 7,00,000 as fixed and Rs. 3,00,000 as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs 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 of business during the employment with the company without permission in writing.

8. Background Verification Process

The Company reserves the right to conduct a background check of its employees, and your employment may be conditioned on satisfactory results.

9. Transfer

You will be liable to transfer in such capacity as company may from time to time determine to any other location, department, of the company. In such case, you will be governed by the terms and conditions of services applicable to the new assignments.

10. Confidential Information

You will not at any time without the consent of the company disclose or divulge or make public except on legal obligations regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of services or otherwise. All the inventions, patents, documents, codes, designs made on company provided laptop/computer/device or personal computer/laptop during work hours rights in, to and under the ownership of the company. As an employee Quality Tutorials Pvt. Ltd., You must maintain the confidentiality of information to which you have access. This includes, but is not limited to information associated with company internal discussions, documents/ records, client details, business plans etc. Confidential Information is to be held in the strictest confidence, whether means of access to such information is verbal, documented, computerized, or otherwise obtained. Breach of confidence includes intentional or involuntary unauthorized release of this information, and could lead to severe action up to, and including, immediate termination of employment.

11. Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving process / formulae/systems in relation to the operation of the company or its affiliations or customers, such developments, discoveries or inventions will be fully communicated to the company and will be remain the sole right/property of the company.

12. Probation and Review

You will be on probation for three months after which your performance will be reviewed and if found suitable, you will be confirmed in your current position.

13. Notice period

Your employment is terminable by giving (15 Days) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

14. On Separation

On termination of this contract , you will immediately give up to the company, before you are relieved, all correspondence, specifications formulae , books, documents, cost data, market data, literature, drawings, effects or records, etc, belonging to the institute or relating to its activities and shall not make or retain any copies of these items.

15. General

You will abide by the office rules applicable from time to time.

The above terms and conditions are subject to company policy. Please confirm that the above terms as acceptable to you by signing a copy of this letter.

This offer is contingent upon proof of education and employment credentials and a satisfactory relieving letter from your previous employer. You should also provide us with 2 passport size photographs, copies of all educational Certificates / Mark sheet and copy of your passport.

With warm regards,
For Quality Tutorials Private Limited

S. H. Sheth

Sahil Sheth
Founder

I agree to accept employment on the terms and conditions as mentioned above.

Date:

Date of Joining:

Name:

Signature:

Annexure I
(During Internship)

Name:	Ronak Yogesh Mistry
Designation:	Trainee- Business Development
Annual Fixed:	INR 360000/-
Performance Based Incentive:	Up to INR 200000/- per annum

Breakdown of Monthly Fixed Salary

Basic Salary	Rs. 12,000
House Rent Allowance	Rs. 6,000
Food Allowance	Rs. 2,600
Employer's Contribution to Provident Fund	Rs. 0
LTA	Rs. 2,500
Books and Periodicals	Rs. 1,500
Communication reimbursement	Rs. 1,500
Special Allowance	Rs. 3,900
Total	Rs. 30,000

Annexure II
(Post Internship)

Name:	Ronak Yogesh Mistry
Designation:	Trainee- Business Development
Annual Fixed:	INR 700000/-
Performance Based Incentive:	Up to INR 300000/- per annum

Breakdown of Monthly Fixed Salary

Basic Salary	Rs. 23,333
House Rent Allowance	Rs. 11,667
Food Allowance	Rs. 2,600
Employer's Contribution to Provident Fund	Rs. . 0
LTA	Rs. 4,861
Books and Periodicals	Rs. 1,500
Communication reimbursement	Rs. 1,500
Special Allowance	Rs. 12,872
Total	Rs. 58,333

Chemical Dept

2019-2020 Batch

Ref: OL/2019-20/667

20-Jan-2020

Mr. Vishal Vijay Shewale
Bidar

Dear Mr. Vishal Vijay Shewale,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **“Trainee”** in **“Production”** department at **“Bidar”** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 300000 (Rupees Three lakh Only)**. Please find the Annexure-I for CTC Breakup. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

This Offer is valid till **30-June-2020**. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **Ms. Kusuma Kumari D** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.


I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

Please confirm your acceptance of this Offer of Employment by signing and returning the duplicate copy.

By acknowledging this letter, I **Vishal Vijay Shewale** accept the offer as detailed above by Sai Life Sciences Limited.

Signature:



Date: 21/01/2020

ANNEXURE I		
Name of the Associate	Vishal Vijay Shewale	
Designation	Trainee	
Department	Production	
Location	Bidar	
CTC	300000	
Salary Components	CTC [INR]	
	Per Month	Per Annum
A. Monthly Components		
Basic	15000	180000
Special Allowance	5200	62400
Bonus	3000	36000
Total (A)	23200	278400
B. Annual benefit		
Provident Fund	1800	21600
Grand Total(A+B)	25000	300000
For SAI LIFE SCIENCES LIMITED		
Sidhartha Das		
Vice President & Head – Human Resources		

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

On Previous day

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL/2019-20/667

Dear SRL Team,

Kindly conduct the pre-employment medical test for **Mr. Vishal Vijay Shewale** and send a soft copy of the report to **kusumakumari.d@sailife.com** and the hard copy to Our Address:

Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus,
Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.



Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad
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Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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For Sai Life Sciences

Authorized Signatory

****This is Computer generated Sheet and signature not required****

295

Ref: OL/2019-20/662

20-Jan-2020

Mr. Shubham Jalindar Kale
Bidar

Dear Mr. Shubham Jalindar Kale,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **“Trainee”** in **“Production”** department at **“Bidar”** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 300000 (Rupees Three lakh Only)**. Please find the Annexure-I for CTC Breakup. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

This Offer is valid till **30-June-2020**. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **Ms. Kusuma Kumari D** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

Please confirm your acceptance of this Offer of Employment by signing and returning the duplicate copy.

By acknowledging this letter, I **Shubham Jalindar Kale** accept the offer as detailed above by **Sai Life Sciences Limited**.

Signature:



Date: 21/1/2020

ANNEXURE I		
Name of the Associate	Shubham Jalindar Kale	
Designation	Trainee	
Department	Production	
Location	Bidar	
CTC	300000	
Salary Components	CTC [INR]	
	Per Month	Per Annum
A. Monthly Components		
Basic	15000	180000
Special Allowance	5200	62400
Bonus	3000	36000
Total (A)	23200	278400
B. Annual benefit		
Provident Fund	1800	21600
Grand Total(A+B)	25000	300000
For SAI LIFE SCIENCES LIMITED		
Sidhartha Das		
Vice President & Head – Human Resources		

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

On Previous day

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL/2019-20/662

Dear SRL Team,

Kindly conduct the pre-employment medical test for **Mr. Shubham Jalindar Kale** and send a soft copy of the report to **kusumakumari.d@sailife.com** and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.



Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad
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Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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For Sai Life Sciences

Authorized Signatory

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B.Tech. Chemical

Dept.

2020 Batch

296

Ref: OL/2019-20/663

20-Jan-2020

Mr. Tejas Panditrao Bhadane
Bidar

Dear Mr. Tejas Panditrao Bhadane,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **"Trainee"** in **"Production"** department at **"Bidar"** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 300000 (Rupees Three lakh Only)**. Please find the Annexure-I for CTC Breakup. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

This Offer is valid till **30-June-2020**. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **Ms. Kusuma Kumari D** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

Please confirm your acceptance of this Offer of Employment by signing and returning the duplicate copy.

By acknowledging this letter. I **Tejas Panditrao Bhadane** accept the offer as detailed above by **Sai Life Sciences Limited**.

Signature:



Date: 22/01/2020

ANNEXURE I		
Name of the Associate	Tejas Panditrao Bhadane	
Designation	Trainee	
Department	Production	
Location	Bidar	
CTC	300000	
Salary Components	CTC [INR]	
	Per Month	Per Annum
A. Monthly Components		
Basic	15000	180000
Special Allowance	5200	62400
Bonus	3000	36000
Total (A)	23200	278400
B. Annual benefit		
Provident Fund	1800	21600
Grand Total(A+B)	25000	300000
For SAI LIFE SCIENCES LIMITED		
Sidhartha Das Vice President & Head – Human Resources		

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
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- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL/2019-20/663

Dear SRL Team,

Kindly conduct the pre-employment medical test for **Mr. Tejas Panditrao Bhadane** and send a soft copy of the report to **kusumakumari.d@sailife.com** and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.



Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad
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Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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For Sai Life Sciences

Authorized Signatory

****This is Computer generated Sheet and signature not required****

297

Ref: OL/2019-20/664

20-Jan-2020

Mr. Rakesh Pandurang Sontake
Bidar

Dear Mr. Rakesh Pandurang Sontake,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as “**Trainee**” in “**Production**” department at “**Bidar**” Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 300000 (Rupees Three lakh Only)**. Please find the Annexure-I for CTC Breakup. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

This Offer is valid till **30-June-2020**. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **Ms. Kusuma Kumari D** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

Please confirm your acceptance of this Offer of Employment by signing and returning the duplicate copy.

By acknowledging this letter, I **Rakesh Pandurang Sontake** accept the offer as detailed above by **Sai Life Sciences Limited**.

Signature:



Date:

21/01/2020

ANNEXURE I		
Name of the Associate	Rakesh Pandurang Sontake	
Designation	Trainee	
Department	Production	
Location	Bidar	
CTC	300000	
Salary Components	CTC [INR]	
	Per Month	Per Annum
A. Monthly Components		
Basic	15000	180000
Special Allowance	5200	62400
Bonus	3000	36000
Total (A)	23200	278400
B. Annual benefit		
Provident Fund	1800	21600
Grand Total(A+B)	25000	300000
For SAI LIFE SCIENCES LIMITED		
Sidhartha Das		
Vice President & Head – Human Resources		

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

On Previous day

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL/2019-20/664

Dear SRL Team,

Kindly conduct the pre-employment medical test for **Mr. Rakesh Pandurang Sontake** and send a soft copy of the report to **kusumakumari.d@sailife.com** and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.



Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad
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Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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For Sai Life Sciences

Authorized Signatory

****This is Computer generated Sheet and signature not required****

298

Ref: OL/2019-20/666

20-Jan-2020

Mr. Akash Jijabhau Gaykar
Bidar

Dear Mr. Akash Jijabhau Gaykar,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as **“Trainee”** in **“Production”** department at **“Bidar”** Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 300000 (Rupees Three lakh Only)**. Please find the Annexure-I for CTC Breakup. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

This Offer is valid till **30-June-2020**. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **Ms. Kusuma Kumari D** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

Please confirm your acceptance of this Offer of Employment by signing and returning the duplicate copy.
By acknowledging this letter, I **Akash Jijabhau Gaykar** accept the offer as detailed above by **Sai Life Sciences Limited**.

Signature:



Date: 21/01/2020

ANNEXURE I		
Name of the Associate	Akash Jijabhau Gaykar	
Designation	Trainee	
Department	Production	
Location	Bidar	
CTC	300000	
Salary Components	CTC [INR]	
	Per Month	Per Annum
A. Monthly Components		
Basic	15000	180000
Special Allowance	5200	62400
Bonus	3000	36000
Total (A)	23200	278400
B. Annual benefit		
Provident Fund	1800	21600
Grand Total(A+B)	25000	300000
For SAI LIFE SCIENCES LIMITED		
Sidhartha Das Vice President & Head – Human Resources		

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
- The reports will be directly sent to the company.

Please find the below instruction to be followed while going for medical examination:

On Previous day

- Avoid heavy meals.
- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL/2019-20/666

Dear SRL Team,

Kindly conduct the pre-employment medical test for **Mr. Akash Jijabhau Gaykar** and send a soft copy of the report to **kusumakumari.d@sailife.com** and the hard copy to Our Address:
Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus, Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.



Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad
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Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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For Sai Life Sciences

Authorized Signatory

****This is Computer generated Sheet and signature not required****

299

Ref: OL/2019-20/665

20-Jan-2020

Mr. Prajot Chandragupta Nakhale
Bidar

Dear Mr. Prajot Chandragupta Nakhale,
OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as “**Trainee**” in “**Production**” department at “**Bidar**” Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 300000 (Rupees Three lakh Only)**. Please find the Annexure-I for CTC Breakup. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company’s standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

1. **Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
2. **Background verification (BGV)** through a third party for which you have given consent as part of selection process.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

This Offer is valid till **30-June-2020**. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact **Ms. Kusuma Kumari D** on **08897929007** or mail to **kusumakumari.d@sailife.com** for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.

Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED

Please confirm your acceptance of this Offer of Employment by signing and returning the duplicate copy.

By acknowledging this letter, I **Prajot Chandragupta Nakhale** accept the offer as detailed above by **Sai Life Sciences Limited**.

Signature: P. Nakhale

Date: 21/01/2020

ANNEXURE I		
Name of the Associate	Prajot Chandragupta Nakhale	
Designation	Trainee	
Department	Production	
Location	Bidar	
CTC	300000	
Salary Components	CTC [INR]	
	Per Month	Per Annum
A. Monthly Components		
Basic	15000	180000
Special Allowance	5200	62400
Bonus	3000	36000
Total (A)	23200	278400
B. Annual benefit		
Provident Fund	1800	21600
Grand Total(A+B)	25000	300000
For SAI LIFE SCIENCES LIMITED		
Sidhartha Das		
Vice President & Head – Human Resources		

ANNEXURE II

- Speak to the wellness in-charge for prior appointment for the Medical Test.
- The list of SRL centers is attached in the mail. If any SRL Diagnostic center, listed in the attachment, is not accessible, please contact the HR Department.
- Carry the print out of this mail copy to be presented at SRL Wellness center at the time of medical check-up.
- The check-up will require around 2 to 2 1/2 hrs.
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On Previous day

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- No late nights.
- Do not consume alcohol.
- Take dinner before 9.00 P.M.
- Should be fasting from previous night 10.00 p.m.

On the day of check-up

- Do not eat anything. Observe fasting.

Please revert for queries.

For Sai Life Sciences

Authorized Signatory

Ref: OL/2019-20/665

Dear SRL Team,

Kindly conduct the pre-employment medical test for **Mr. Prajot Chandragupta Nakhale**

and send a soft copy of the report to **kusumakumari.d@sailife.com** and the hard copy to Our Address:

Head Office – Sai Life Sciences, Corporate Office, 4th Floor, SLN Terminus,
Gachibowli,
Near Kothaguda Cross Roads, Spar Supermarket building,
Hyderabad – 500034.



Client code: -

C000056857	WE	SAI LIFE SCIENCES LTD	Hyderabad
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Test Code:

HM3731A	SAI LIFE LEVEL 1 TILL LEVEL 4 PRE-JOINING MEDICAL CHECK UP
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For Sai Life Sciences

Authorized Signatory

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B.Tch - Chemistry
2020 Batch

300



S. M. AUTO ENGINEERING PVT. LTD.

Plot No. B1/6, MIDC Mahalunge, Chakan, Tal. - Khed, Dist. - Pune 410 501. (India).

Email : hr.b16@smauto.co.in



SMAE/PERS/2020-21

Date: 01.12.2021

Mr. Bhushan Sushilkumar Lakhotiya,
Wadhona, Gandhi Chowk,
Tal: Arvi, Dist: Wardha- 442201

SUB: APPOINTMENT LETTER

Dear Sir,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **"Sr. Engineer- Surface Coating (Paint Shop)"** in our organization on the following monthly salary with effect from **01.12.2021**.

Basic	: Rs. 5,500	pm.
HRA	: Rs. 10,000	pm.
RTE	: Rs. 4,751	pm.
Wash. Allow.	: Rs. 5,000	pm.
Training Allow.	: Rs. 4,100	pm.
Perf. Allow.	: Rs. 2,500	pm.
Total	: Rs.31,851 .00	pm.

You will be on probation for a period of six months from the date of your joining, but this probation period may be extended at the discretion of the Company. During your period of probation, the Company reserves the right to terminate your services at any time without notice and without assigning any reason thereof. Further, if you wish to resign from the Company during the probation period, you will give one months' notice or one-month gross pay plus GST (as applicable) in lieu of notice.

During the probationary period you will not be entitled to leave with pay.

After completion of probationary period, if you do not get communication confirming completion of your probation period, you may assume that your probation period is completed and you are confirmed employee of the Company.

On confirmation, your services may be terminated by giving one month's prior notice or one-month gross pay in lieu of notice to relieve you immediately. Whereas if you desire to resign and leave the company, you have to give three-month prior notice in writing or three month gross wages in lieu of three-month prior notice plus GST as applicable, which is recoverable from your legal dues payable on full & final settlement.

However, on receiving your resignation the management at its discretion can relieve you by reducing notice period of three months & can relieve you immediately at the discretion of the management considering the quantum & pendency of work in your hand, which you are performing & possibility to make alternate arrangement to replace you during the notice period. You will not remain absent during the notice period for any reason except sickness or for unavoidable circumstances.

You will be liable to be transferred to any department / section / establishment or anywhere outside the premises of the Company and will have to abide by the working hours prevailing in that department / section / establishment or anywhere outside the premises of the Company without any extra remuneration. You will retire from the services of the Company on attaining 60 (sixty) years of age.



Corporate Office : Plot No. B-19, 'H' Block, MIDC, Pimpri, Pune 411 018. (India)

Tel. : +91 20 27470178 Fax : +91 20 27476539 Email : edoffice@smauto.co.in Website : www.smauto.co.in

Regd. Office : 12, Bhosalenagar, Besides, Godavari Housing Society Ltd., Aundh, Pune- 411 007.

Tel. : +91 20 25528649 Fax : +91 20 25528960 Email : accounts@smauto.co.in

CIN No. : U34300MH1976PTC019348

Contd.....2/



(Page 2 of the Appointment Letter of **Mr. Bhushan Sushilkumar Lakhotiya**)

You will be governed by the rules and regulations of the Company and the Standing Orders applicable to you, which are in force for the time being, and which may be framed from time to time. You will work in any shift including night shift for any period as required by the Company. You will be allowed leave as per the Company's current regulations and as notified from time to time. You will not, without the Company's written permission carry on any work for remuneration in your spare time in any capacity. You will not divulge to any unauthorized person the Company's trade secrets or affairs.

The Company owns several industrial and intellectual property rights and has confidential information relating to products, processes, quality, commercial, technology, software and other aspects of the business of the Company (hereinafter referred to as 'Intellectual Property Rights and Confidential Information'). As an employee, you may be exposed to some or all of the Intellectual Property Rights and Confidential Information or other material which may become available to you, either orally or in writing, or in soft form or otherwise. All the Intellectual Property Rights and Confidential Information are the important assets of the Company.

The Company has entered into and will be required to enter into several confidentiality agreements with existing and future business partners such as collaborators, suppliers, customers and others creating an obligation to maintain confidentiality in respect of data, details, information, drawings, processes and other (hereinafter referred to as 'Confidentiality Obligation').

You will use the information, in any way connected with Intellectual Property Rights and Confidential Information or Confidentiality Obligation, only for the purpose of business and only during your association with the Company and only when you are entrusted with the task of dealing with the aspect requiring use of any of the aspect of Intellectual Property Rights and Confidential Information or Confidentiality Obligation.

All publications which relates to the interests of the Company, must receive the management's prior consent.

You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of Intellectual Property Rights and Confidential Information and Confidentiality Obligation during your association with the Company and even thereafter. This obligation to maintain secrecy shall survive for 10 (ten) years after the termination/expiry of your contract of employment.

If the Company suffers any cost, consequences, damage, outgoings or loss by disclosure, accidental or otherwise, intentional or otherwise, or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same and keep the Company indemnified and harmless for such cost etc.

You have to specifically accept this condition as a condition of employment and your acceptance of terms and conditions by the method indicated herein shall constitute a binding contract between you and the Company and any third party which has entrusted/delivered the Confidential Information to the Company. The Company shall have a right to enforce the obligation of secrecy directly against you.

(Page 3 of the Appointment Letter of **Mr. Bhushan Sushilkumar Lakhotiya**)

During the term of the present employment contract, you will not work in an independent, dependant or in any other capacity for any enterprise. After leaving our Company, for the next 3 (three) years, you shall not work in any capacity with an enterprise dealing in Heat Exchangers, Exhaust Systems (Cold & Hot End), Plastic Spray Suppression and Mudguards, which is the core business of S. M. Auto Engineering Pvt. Ltd.

You shall treat all business and operating matters of S. M. Auto Engineering Pvt. Ltd. strictly confidential and not divulge any information to any unauthorized third parties. This obligation shall remain in force also after termination of the employment contract.

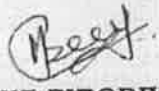
Business documents of all kinds, including notes and documents which are prepared by you during your employment belong to the Company only and are to be returned to your superior on termination of the employment relationship. All new developments done by you during the employment would be Company's intellectual property.


Please return the duplicate copy of this appointment letter, duly signed in token of acceptance of the appointment along with 3 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Thanking you,

Yours faithfully,

For **S.M. AUTO ENGINEERING PVT LTD**


HEMANT FIRODIYA
(DIRECTOR)


Accepted

REF: - MIT

Date:- 29-10-2021.

PROPOSED SALARY FOR MR. BHUSHAN SUSHILKUMAR LAKHOTIYA

DESIGNATION:- SR. ENGINEER - SURFACE COATING (PAINT SHOP)

LOCATION :- SMA - MAHALUNGE.

D.O.J:- 01-12-2021.

SR. NO.	PARTICULARS	RS. P.M.
1	BASIC	5,500
2	HRA	10,000
3	RTE ALLOW.	4,751
4	WASHING ALLOW.	5,000
5	TRAINING ALLOW.	4,100
6	PERFORMANCE ALLOW.	2,500
	SUB TOTAL	31,851
1	CO. PROVIDENT FUND	1,573
2	BONUS/ EX-GRATIA	1,250
3	ESIC (3.25%)	-
4	GRATUITY	264
5	PAID LEAVE	1,858
	SUB TOTAL	4,945
	COST TO COMPANY PER MONTH	36,796

DEDUCTION PER MONTH

PF 1452

ESIC (0.75%) -

PROF. TAX 200

1652

PER MONTH IN HAND 30199

Note:-

- 1) Transport cost for reporting to SMA - Mahalunge & visiting to all plants of SMA Group will be at your own. Visiting customers or suppliers end will be reimbursed to you as per Co. conveyance policy.
- 2) Your salary structure has performance allowance head which is Rs. 2,500/-. This would only be paid, if your performance is upto the mark.
- 3) Workmen Compensation policy applicable to you & accrued premium will be at your A/c.
- 4) Paid Leave : 1 paid leave @ 20 present days = 15 days

Paid Holiday = 06 days

Total:- = 21 days

MANAGING DIRECTOR

I have understood the salary breakup as mentioned above. As an acceptance to above salary breakup & take home salary, I am signing this sheet.

Sign:-

Name:-

Bhushan S. Lakhotiya.

Date:-

01-12-2021

Received,

Fw: Offer letter / Confirmation Email.

Annasaheb Karale <a.karale@smauto.co.in>

To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "deputydirector.cr@mitaoe.ac.in" <deputydirector.cr@mitaoe.ac.in>
Cc: Hemant Firodiya <h.firodiya@smauto.co.in>

Sat, Mar 26, 2022 at 10:52 AM

To
Prof. Gangadhar Phad
Corporate Relation Executive
MIT Academy of Engineering,
Alandi (D) , Pune -412105.

Dear Sir,

This is with reference to your trailing mail regarding Confirmation mail for the Joining Details of your MIT Students with our Organization.

Following candidates were selected for our Organization & their joining details are as under :

Sr No	Name	Branch	DOJ	Designation	Department	Name of Organization
1	VIJAY J PATIL	ETX	05.02.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
2	PRATIK SURYAKANT SALUNKHE	ETX	23.10.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
3	BHUSHAN S. LAKHOTIYA	CHEMICAL	05.02.2020	Sr Engineer	Surface Coating Lab	S M AUTO ENGINEERING PVT.LTD; PUNE.
4	SURAJ S. GAIKWAD	CHEMICAL	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
5	SURAJ ANIL KHARE	CIVIL	05.02.2020	Tr. Engineer	Civil	S M AUTO ENGINEERING PVT.LTD; PUNE.
6	OMKAR G. TAMBE	MECH	05.02.2020	Tr. Engineer	Development	S M AUTO ENGINEERING PVT.LTD; PUNE.
7	UMESH A SHATTER	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
8	LOKESH SANTRAM YADAV	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
9	ROHIT MADHUSOOTHANAN PODUWAL	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.

This is for kind information.

Thanks & Regards,

Annasaheb Karale
Manager-HR & Admin
SM Auto Engineering Pvt. Ltd;
Plot No : B-19, H-Block, MIDC,
Pimpri, Pune (MH)-411018.
Mobile No: 7709003396
Website : www.smauto.co.in

From: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Sent: Friday, March 25, 2022 6:27 PM

To: Annasaheb Karale <a.karale@smauto.co.in>

Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Hemant Firodiya <h.firodiya@smauto.co.in>

Subject: Offer letter / Confirmation Email

Dear Sir,

Greetings of the Day

As per our telephonic conversation about the selected students offer letter / Confirmation Email Required. NAAC Committee is visiting our MIT Academy of Engg Campus in the upcoming days.

Below Mentioned Students Name - (2019-20 Batch Pass Out)

Total No of Selected Students is - 9

VIJAY J PATIL	ETX	S M AUTO ENGINEERING PVT.LTD.
PRATIK SURYAKANT SALUNKHE	ETX	S M AUTO ENGINEERING PVT. LTD.

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Prodair Air Products India : Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:49 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Tue, Feb 25, 2020 at 12:18 PM
Subject: Prodair Air Products India : Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Prodair Air Products India Pvt. Ltd. has selected the following students of MITAOE, from the campus recruitment process conducted at MIT on 14th February 2020:

1. Anchal Bharat - BE Chemical
2. Neha Kishor - BE Mechanical
3. Sharwari Nalwade - BE Mechanical

Remuneration offered by the company is Rs. 5.00 Lacs per annum CTC.

Forwarding herewith the formal mail communication received from the company for your reference.

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Singh, Sonali <SINGHS8@airproducts.com>
Date: Tue, Feb 25, 2020 at 11:56 AM
Subject: RE: [External] MIT, Pune: Campus date_Prodair Air Products India Pvt.Ltd (2020 passing-out batch)
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Hi Hemant

Below are the list of selected students :

1. Mechanical

- a. Harshada Anil Pawar
- b. Sharwari Sandeep Malwade
- c. Rohit Dattatraya Jayakar
- d. Neha Kishore Barnate
- e. Rushikesh Khairnar

2. Chemical

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: JSW Steel Ltd: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:50 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Tue, Feb 25, 2020 at 1:01 PM
Subject: JSW Steel Ltd: Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

JSW Steel has selected the following 7 students of MITAOE, from the campus recruitment process conducted at MIT 4th February 2020.

No	First Name	Middle Name	Last Name		Branch
1	Kartik	Vijay	Badkas	B.E.	Chemical Engineering
2	Md	Saajid	Ali	B.E.	Chemical Engineering
3	Shriya	Arun	Vaidya	B.E.	Chemical Engineering
4	Tejas	Sunil	Satpute	B.E.	Chemical Engineering
5	Vishal	Dilip	Mahanwar	B.E.	Chemical Engineering
6	Kunal	Samadhan	Ghatale	B.E.	Mechanical
7	Rutvij	Ashok	Wakalkar	B.E.	Mechanical

Remuneration offered by the company is Rs. 6.00 lacs per annum CTC.

Please find herewith the formal confirmation mail received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: N Sarvanan <n.sarvanan@jsw.in>
Date: Mon, Feb 24, 2020 at 2:10 PM
Subject: GET Campus: List of Shortlisted Students : MIT, Pune _ FY 2020 - 2021
To: Hemant Mali <hemant.mali@mitcoe.edu.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Sir,

Greeting from JSW Steel Ltd, Dolvi works.

With reference to Campus Recruitment drive at MIT, Pune. Kindly find the first list of shortlisted students. Kindly revert us back with the names of the candidates who are already placed or not willing to join so that we can share the names of the candidates who are kept on hold.

Also share with us the completion date of last semester examination so that we can plan tentative date of joining

JSW and release their Offer letters.

For any queries undersigned can be contacted.

Date of Interview	Name of Candidate	GET	Full College Name	Remarks	Gender	Branch
03-Feb-20	Vishal Dilip Mahanwar	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Chemical
03-Feb-20	Shriya Arun Vaidya	GET	Maharashtra Institute of Technology, Pune	Suitable	F	Chemical
03-Feb-20	Md. Sajjid Ali	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Chemical
03-Feb-20	Dhanaji T Parekar	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Chemical
03-Feb-20	Tejas Sunil Satpute	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Chemical
03-Feb-20	Kartik Vijay Badkas	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Chemical
03-Feb-20	Nishant Dhananjay Patil	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical
03-Feb-20	Saurabh Santosh More	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical
03-Feb-20	Tushar Suresh Khuje	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical
03-Feb-20	kunal Samadhan Ghatale	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical
03-Feb-20	Atharva Sunil Zanzane	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical
03-Feb-20	Sijo Alex	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical
03-Feb-20	Pranit Jagannath Kadam	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical
03-Feb-20	Rutvij Ashok Wakalkar	GET	Maharashtra Institute of Technology, Pune	Suitable	M	Mechanical

Regards

N.Sarvanan | Junior Manager | Human Resource

JSW Steel, Geetapuram, Dolvi, Pen | Maharashtra | India

www.jsw.in

Confidentiality Notice

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain confidential or privileged information. If you are not the intended recipient, please notify the sender at JSW or System Manager (admin@jsw.in) immediately and destroy all copies of this message and any attachments. Recipients must check this email and its attachments for the presence of viruses before downloading them. JSW Group accepts no liability for any damage caused by any virus transmitted by this email.

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: JSW Steel Ltd: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:50

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Tue, Feb 25, 2020 at 1:01 PM
 Subject: JSW Steel Ltd: Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

JSW Steel has selected the following 7 students of MITAOE, from the campus recruitment process conducted at MIT 4th February 2020.

No	First Name	Middle Name	Last Name		Branch
1	Kartik	Vijay	Badkas	B.E.	Chemical Engineering
2	Md	Saajid	All	B.E.	Chemical Engineering
3	Shriya	Arun	Vaidya	B.E.	Chemical Engineering
4	Tejas	Sunil	Satpute	B.E.	Chemical Engineering
5	Vishal	Dilip	Mahanwar	B.E.	Chemical Engineering
6	Kunal	Samadhan	Ghatale	B.E.	Mechanical
7	Rutvij	Ashok	Wakalkar	B.E.	Mechanical

Remuneration offered by the company is Rs. 6.00 lacs per annum CTC.

Please find herewith the formal confirmation mail received from the company for your reference.

Regards,

Anil Kumar Pacha
 Training & Placement

----- Forwarded message -----

From: N Sarvanan <n.sarvanan@jsw.in>
 Date: Mon, Feb 24, 2020 at 2:10 PM
 Subject: GET Campus: List of Shortlisted Students - MIT, Pune - FY 2020 - 2021
 To: Hemant Mali <hemant.mali@mitcoe.edu.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Sir,

Greeting from JSW Steel Ltd, Dolvi works.

With reference to Campus Recruitment drive at MIT, Pune. Kindly find the first list of shortlisted students. Kindly revert us back with the names of the candidates who are already placed or not willing to join so that we can share the names of the candidates who are kept on hold.

Also share with us the completion date of last semester examination so that we can plan tentative date of joining


JSW Steel Limited

Ms. Shriya Arun Vaidya
MIT, Pune

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107; Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Shriya,

9th January 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

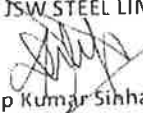
6. Salary & benefits:

Basic	Rs. 10750/- p.m
HRA	Rs. 6370/- p.m.
Conveyance	Rs. 3950/- p.m
Supplementary Allowance	Rs. 13582/- p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 896/- p.m
L.T.A	Rs. 896/- p.m
Provident Fund	Rs. 1290/- p.m
Gratuity	Rs. 516/- p.m
Bonus	Rs. 2150/- p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

7. This offer is valid subject to your **Graduation Passing with Min 60% aggregate.**
8. You are requested to report at **JSW Steel Ltd on 15th January 2021** and you are advised to furnish the following documents in original with a copy at the time of your **joining duties.**
 - 3.1. Matriculation certificate in support of your date of birth.
 - 3.2. All certificates and marks sheets in support of your qualification
 - 3.3. Two copies of your recent passport and two stamp size color photographs.
 - 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5. Release order, Salary certificates and experience certificate if any.
 - 3.6. PAN Card (Compulsory).
 - 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
9. 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.
10. A detailed appointment letter will be issued to you **after your joining.**

Kindly confirm acceptance of the above offer via email on or before **11th January 2021** failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Dilip Kumar Sinha
Vice President - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000

Chemical Branch 2019-2020 But 4



JSW Steel Limited

Ms. Disha Amarendra Panchawadkar
MIT, Pune

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Disha,

9th January 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

1. Salary & benefits:

Basic	Rs. 10750/-p.m
HRA	Rs. 6370/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 13582/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 896/-p.m
L.T.A	Rs. 896/-p.m
Provident Fund	Rs. 1290/-p.m
Gratuity	Rs. 516/-p.m
Bonus	Rs. 2150/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

2. This offer is valid subject to your **Graduation Passing with Min 60% aggregate.**
3. You are requested to report at JSW Steel Ltd on **15th January 2021** and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1. Matriculation certificate in support of your date of birth.
 - 3.2. All certificates and marks sheets in support of your qualification
 - 3.3. Two copies of your recent passport and two stamp size color photographs.
 - 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5. Release order, Salary certificates and experience certificate if any.
 - 3.6. PAN Card (Compulsory).
 - 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
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 **11th January 2021** failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


CA Dilip Kumar Sinha
Vice President - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000



Mr. Tejas Sunil Satpute.
MIT Pune

Dolvi Works:
Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Tejas,

15th March 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

6. Salary & benefits:

Basic	Rs. 10750/-p.m
HRA	Rs. 6370/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 13582/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 896/-p.m
L.T.A	Rs. 896/-p.m
Provident Fund	Rs. 1290/-p.m
Gratuity	Rs. 516/-p.m
Bonus	Rs. 2150/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

7. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
8. You are requested to report at JSW Steel Ltd, Dolvi Works on 18th March 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1. Matriculation certificate in support of your date of birth.
 - 3.2. All certificates and marks sheets in support of your qualification
 - 3.3. Two copies of your recent passport and two stamp size color photographs.
 - 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5. Release order, Salary certificates and experience certificate if any.
 - 3.6. PAN Card (Compulsory).
 - 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
9. 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.
10. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 16th March 2021 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Dilip Kumar Sinha
Vice President - HR

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: JSW Steel Ltd: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:50

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Tue, Feb 25, 2020 at 1:01 PM
 Subject: JSW Steel Ltd: Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

JSW Steel has selected the following 7 students of MITAOE, from the campus recruitment process conducted at MIT 4th February 2020.

No	First Name	Middle Name	Last Name		Branch
1	Kartik	Vijay	Badkas	B.E.	Chemical Engineering
2	Md	Saajid	Ali	B.E.	Chemical Engineering
3	Shriya	Arun	Vaidya	B.E.	Chemical Engineering
4	Tejas	Sunil	Satpute	B.E.	Chemical Engineering
5	Vishal	Dilip	Mahanwar	B.E.	Chemical Engineering
6	Kunal	Samadhan	Ghatale	B.E.	Mechanical
7	Rutvij	Ashok	Wakalkar	B.E.	Mechanical

Remuneration offered by the company is Rs. 6.00 lacs per annum CTC.

Please find herewith the formal confirmation mail received from the company for your reference.

Regards,

Anil Kumar Pacha
 Training & Placement

----- Forwarded message -----

From: N Sarvanan <n.sarvanan@jsw.in>
 Date: Mon, Feb 24, 2020 at 2:10 PM
 Subject: GET Campus: List of Shortlisted Students : MIT, Pune _ FY 2020 - 2021
 To: Hemant Mali <hemant.mali@mitcoe.edu.in>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Sir,

Greeting from JSW Steel Ltd, Dolvi works

With reference to Campus Recruitment drive at MIT, Pune. Kindly find the first list of shortlisted students. Kindly revert us back with the names of the candidates who are already placed or not willing to join so that we can share the names of the candidates who are kept on hold.

Also share with us the completion date of last semester examination so that we can plan tentative date of joining


JSW Steel Limited

Ms. Kashmika Anil Jadhav
MIT, Pune

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Kashmika,

9th January 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

11. Salary & benefits:

Basic	Rs. 10750/-p.m
HRA	Rs. 6370/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 13582/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 896/-p.m
L.T.A	Rs. 896/-p.m
Provident Fund	Rs. 1290/-p.m
Gratuity	Rs. 516/-p.m
Bonus	Rs. 2150/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

12. This offer is valid subject to your Graduation Passing with Min 60% aggregate.

13. You are requested to report at JSW Steel Ltd on 15th January 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.

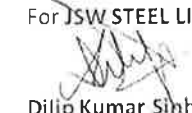
- 3.1. Matriculation certificate in support of your date of birth.
- 3.2. All certificates and marks sheets in support of your qualification
- 3.3. Two copies of your recent passport and two stamp size color photographs.
- 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
- 3.5. Release order, Salary certificates and experience certificate if any.
- 3.6. PAN Card (Compulsory).
- 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.

14. 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.

15. A detailed appointment letter will be issued to you after your joining.

Kindly confirm acceptance of the above offer via email on or before 11th January 2021 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Dilip Kumar Sinha
Vice President - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000



Offer Letter

Name: Sneha Chandrashekhar Arbole

Date: Tuesday, July 7, 2020

Dear Ms. Sneha Chandrashekhar Arbole,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than Tuesday, July 14, 2020. Your work location would be Indraprastha (Croma Building), Bangalore / Bangalore or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the

Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Indraprastha (Croma Building), Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared

with you on joining.

9. **Company Policies:** You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. **Leaves:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement,

forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. **Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. **Intellectual Property Rights:** All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. **Indemnity:** You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

16. General Provisions:

- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed

by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

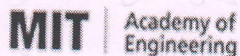
Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: NOC for company

1 message

roy mathew <mitaoeroy@gmail.com>

To: Vikas Singh <vssingh@admin.maepune.ac.in>

Sat, Sep 12, 2020 at 2:15 PM

Warm Regards

Roy Mathew
Director - T & P
MIT AOE
Mobile -9822315308/7499109396

The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system.

----- Forwarded message -----

From: **Shivangi Pandey** <slpandey@mitaoe.ac.in>

Date: Sat, Sep 12, 2020 at 1:33 PM

Subject: Re: NOC for company

To: roy mathew <mitaoeroy@gmail.com>

Company Name: BYJU'S

Name: Ms. Shivangi Pandey

Branch: Computer Final year

Please find a sample of NOC attached with this mail.

On Fri, 11 Sep 2020, 8:44 pm roy mathew, <mitaoeroy@gmail.com> wrote:
Give full details

On Fri, 11 Sep, 2020, 8:02 PM Shivangi Pandey, <slpandey@mitaoe.ac.in> wrote:
Respected sir, I need a NOC from college for my company on boarding.
Could you please provide me the same.

Shivangi Pandey
Btech final year (computer)
Prn: 0120160222

Contact

www.linkedin.com/in/mistryronakyogesh (LinkedIn)

Top Skills

CATIA
AutoCAD
SolidWorks

Languages

French (Elementary)
English (Full Professional)
Hindi (Professional Working)
Gujarati (Limited Working)
Marathi (Native or Bilingual)

Ronak Mistry

Entrepreneur In Residence at Venture Center (Official Account)
Mumbai

Summary

A Chemical Engineer currently pursuing a research fellowship under DST at National Chemical Laboratories with a professional career long-term aim of working for Government R&D Projects.

Experience

Venture Center (Official Account)
Entrepreneur In Residence
April 2021 - Present (1 year 2 months)
NCL Innovation Park, Pune

Greenovate Solutions Pvt. Ltd.
2 years 8 months

R&D Director
January 2021 - Present (1 year 5 months)
Pune, Maharashtra, India

Project Lead
October 2019 - December 2020 (1 year 3 months)
Pune, Maharashtra, India

Headstart Pune
Volunteer
May 2020 - Present (2 years 1 month)
Pune, Maharashtra, India

Wadhwani Foundation
WF Fellow
October 2020 - April 2021 (7 months)
Pune, Maharashtra, India

Shortlist Professionals
Operations Intern
June 2020 - September 2020 (4 months)
Mumbai, Maharashtra, India

Manastu Space
Catalysis Engineer
November 2019 - February 2020 (4 months)
IIT, Bombay

Craste
Research Intern
March 2019 - August 2019 (6 months)
NCL Innovation Park, Pune

Techint Group
Intern
July 2018 - August 2018 (2 months)
Thane, India

MIT Institute of Design
Intern
June 2018 - July 2018 (2 months)
Pune Area, India

Education

MIT Academy of Engineering, Alandi, Pune
Bachelor of Technology - BTech, Chemical Engineering · (2016 - 2020)

Nirmala Memorial Foundation College of Commerce & Science
Science · (2014 - 2016)

St.Francis Dassisi High School
· (2002 - 2014)

Confirmation Letter

Date: 17/10/2020

Dear **Kajol Mahadev Nagargoje**,

We congratulate you on the successful completion of the traineeship with us. Upon reviewing your performance, we have the pleasure of informing you that your services are being confirmed with effect from **19/10/2020**.

The details of your employment will be as follows:-

Department : Business Development
Designation : Inside Sales Associate - Sales
Role Location / Work Location : Byju's - ISA Bangalore
Virtual Onboarding Starts at : 19/10/2020 - 8:30 AM
Employment Type : Regular

Compensation Details

Fixed Compensation : 500000 INR
Variable Compensation : 300000 INR

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued on the date of joining.

You are requested to join the services of the Company by no later than **19/10/2020**, failing which you may please consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

To accept the offer, kindly sign the document digitally and submit.

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature: Kajol
Kajol Nagargoje (Oct 17, 2020 11:29 GMT+5.5)

This is a system generated confirmation letter that does not require an authorized signature.






Byjus_Confirmation Letter - TNL71825213

Final Audit Report

2020-10-17

Created:	2020-10-17
By:	Byjus Onboarding (onboarding@byjus.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfoYE1EPq_btC-ork0x7hIbPw4I7Rnvae

"Byjus_Confirmation Letter - TNL71825213" History

-  Document created by Byjus Onboarding (onboarding@byjus.com)
2020-10-17 - 3:39:18 AM GMT- IP address: 157.49.125.220
-  Document emailed to Kajo Nagargoje (kajol.nagargoje@byjus.com) for signature
2020-10-17 - 3:39:21 AM GMT
-  Email viewed by Kajo Nagargoje (kajol.nagargoje@byjus.com)
2020-10-17 - 5:57:37 AM GMT- IP address: 66.249.84.32
-  Document e-signed by Kajo Nagargoje (kajol.nagargoje@byjus.com)
Signature Date: 2020-10-17 - 5:59:21 AM GMT - Time Source: server- IP address: 49.36.38.135
-  Agreement completed.
2020-10-17 - 5:59:21 AM GMT

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:13-May-2021

**Sayali Balaji Patil
C9509126**

**C-1/5, Jay ganesh samrajya, spine road, Bhosari, Pune
9130573459**

Dear **Sayali Balaji Patil**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboarding Online Learning Program: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module – "Technology Fundamentals Online Learning" program. The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort.

Details of the program are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the first attempt of Technology Fundamentals assessment based on the Pre-Onboarding Online Learning Program that was provided to you.
- In case you are unable to clear your Technology Fundamentals assessment during the first attempt, you will be provided a chance to take a second attempt before onboarding.
- Technology stream training will begin upon onboarding for those who have cleared the Technology Fundamentals assessment in the first or the second attempt.
- In case you are unable to clear your Technology Fundamentals assessment in the first or the second attempt, we will continue to onboard you on the confirmed date. Post onboarding/joining Accenture, you will be provided a third attempt.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboarding Learning Program content, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt or have not completed your Pre-Onboarding Online Learning training you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in the first attempt test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-onboarding Online Learning Program you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the Pre-onboarding Online Learning Program mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

MIT Academy of Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Classic Industries: Campus selection

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:42 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Fri, Oct 30, 2020 at 5:35 PM
Subject: Classic Industries: Campus selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Classic Industries & Exports has selected one Chemical Engineering student - Ganesh Gajare, 2020 passing out batch, from the recruitment drive conducted on 27th October.

Remuneration offered by the company is Rs. 2.40 lacs p.a.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: **Ravi Kumar Pendharkar** <ravi.pendharkar@catl.co.in>
Date: Fri, Oct 30, 2020 at 1:47 PM
Subject: Final Selection of Students
To: <hemant.mali@mitwpu.edu.in>, <engg.placements@mitwpu.edu.in>

Dear Sir/Madam,

In reference to the campus placement interviews that took place on 27th Oct, 2020 at our company, we are pleased to announce the final list of selected students from polymer and chemical engineering branch of your college. Kindly note the details as mentioned below.

1. Shivam Tambatkar from Polymer Engineering.
2. Kunal Vinayak Bura from Polymer Engineering.
3. Ganesh Gajare from Chemical Engineering.

We would like to have them on-board from 2nd November, 2020. The reporting time is 8:30 AM.

The students have to carry the following documents at the time of on-boarding process as a part of joining formalities.

1. Photocopies of Educational Marks sheets (from 10th, 12th, Diploma, Engineering) along with originals (For verification purpose)
2. ID Proof (Adhar Card),

The placement terms and conditions will remain the same as shared earlier in campus recruitment form. All above selected students will be initially recruited as GET (Graduate Engineer Trainee) for a period of 1 year. The final absorption of these students will be purely based on their performance evaluations post 1 year.

We would like to appreciate the efforts and cooperation extend by placement team specially Ms. Rupali Nilekar and Dr. Hemant Mali during the entire campus recruitment process.

Looking forward to on-board the students positively on 2nd November, 2020.

Thanks & Regards,

Ravi Pendharkar | Associate Manager - HR

classic

Classic Industries and Exports Ltd

A-1/2, MIDC, Ranjangaon,
Shirur Taluka 412220, India

Ph: 020 2605 8853

www.catl.co.in

"Only those who will risk going too far can possibly find out how far one can go."

Date: Dec 24, 2021
Offer No : QS2427305

CHETANA SUBHASH TURARE
ASHOK NAGAR APARTMENT, HANDEWADI, HADAPSAR, 411028N
PUNE
MAHARASHTRA
FIXED TERM EMPLOYMENT CONTRACT

Dear **CHETANA SUBHASH TURARE**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to 0 under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JAN 03, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JAN 03, 2022 to APR 01, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

CH

Ikya Confidential

Offer No : QS2427305

Page 1

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

You are required to work at client's location at PUNE.

POSITION:

You are appointed as DATA ANALYST.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid APR 01, 2022 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by



Ikya Confidential
Page 2

Offer No : QS2427305

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as

CH



above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall

CH



only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Jan 03 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For QUESS Corp Limited.



Tej Hans Raj Singh
COO Staffing



Ikyo Confidential

Page 5

This is a system generated letter

Offer No : QS2427305

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

CHL

Ikya Confidential

Offer No : QS2427305

Page 6

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quessecorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2427305** Associate Name: **CHETANA SUBHASH TURARE**
Designation: **DATA ANALYST** Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	13062	156744
House Rent Allowance	5660	67920
Conveyance	1600	19200
Education Allowance	1270	15240
Medical Allowance	1250	15000
Statutory bonus	1089	13068
Gross Salary	23931	287172

Employer's Contribution		
Employer Provident Fund	1950	23400
Workman Compensation	33	396
Insurance	185	2220
Total Contribution	2168	26016
Cost to Company: (CTC)	26099	313188

Deduction: (Subjected to change)		
Provident Fund	1800	21600
Professional Tax	200	2400
Total Deduction	2000	24000
Net Take Home	21931	263172

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates

CH

Ikyu Confidential
Page 7

Offer No : QS2427305

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No :QS2427305
- Name :CHETANA SUBHASH TURARE
- Mobile No

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMnr>

App Store (iOS) - <https://goo.gl/DmHpEj>



CH

Ikya Confidential

Page 8

This is a system generated letter

Offer No : QS2427305

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

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DISCLAIMER

To whomsoever it may Concern

I, CHETANA SUBHASH TURARE , Offer ID QS2427305, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

Associate Name:

Associate Signature:

CH.

Ikya Confidential

Page 9

This is a system generated letter

Offer No : QS2427305

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
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Appointment letter- Geeta Kale



Inbox



Sinha, Richa 4/13/2021

to me ^



From Sinha, Richa • rsinha@ecolab.com

To geeta.kale456@gmail.com

Date Apr 13, 2021, 14:39



Standard encryption (TLS).

[View security details](#)

Hi Geeta,

I am sending herewith appointment letter wef 12.04.2021. We will be further communicating regarding the status of your laptop shipment

Thanks & Regards,

Richa Sinha

System Assurance Center

NALCO | An Ecolab Company

3rd Floor, Quadra 1, Panchshil, Magarpatta Road, PUNE -
411028, India

M (91) 9561417352 E rsinha@ecolab.com



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Initiative Water : Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:33 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Mon, Jan 4, 2021 at 1:06 PM
Subject: Initiative Water : Campus selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Initiative Water has selected the following three Chemical Engineering students of 2020 passing out batch as trainee engineer:

1. Chetana Subhash Turare
2. Geeta Uddhav Kale
3. Shubham Sanjay Pawar

Company has started their training from 4th January onwards. After successful completion of 14 days' training, the company will absorb them as full time employees, subject to their performance. Remuneration offered by the company is Rs. 2.00 lacs per annum CTC.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: INITIATIVE HR <hiring@initiativewater.com>
Date: Sat, Jan 2, 2021 at 5:46 PM
Subject: Re: REVISED INTERVIEW SCHEDULE FOR THE POST OF CHEMICAL ENGINEER
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Aseem Desai <aseemdesai@initiativewater.com>, Bhavnesh Desai <badesai1@gmail.com>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Respected Sir,

Following candidates has been selected for the training of Support Engineer (14 Days) at Initiative :-
Chetana, Geeta & Shubham.
The training is starting from 4th Jan, 2021(Monday). They will be paid a weekly stipend of 4k. Once the training is completed, their performance will be evaluated. Their appointment will be confirmed on the basis of their performance during the training.

Warm Regards,
Sandhya Singh
Human Resource Manager
+917378914476
<http://www.initiativempv.com/>

On Wed, 30 Dec 2020, 20:59 INITIATIVE HR, <hiring@initiativewater.com> wrote:
Respected Hemant Sir,

We have selected 3 Candidates for the training. Names of Candidates will be declared tomorrow.
Once the trainees are selected we will inform you with all the necessary details.

Warm Regards,
Sandhya Singh
Human Resource Manager
+917378914476
<http://www.initiativempv.com/>

On Thu, Dec 24, 2020 at 2:14 PM INITIATIVE HR <hiring@initiativewater.com> wrote:
Respected Sir,
Considering your request, we have rescheduled the interview. The details of Interview are as follows :

Date of the Interview : 28 Dec, 2020
Timing: 11:00 A.M.
Venue : Initiative, Pune
S.no. 01, Behind Saurabh Hotel, Katraj, Mumbai Pune Bypass Rd, Ambegaon BK, Tal. Haveli, 411046
020 2529 0109
Landmark : Saurabh Garden & Restaurant, Ambegaon
Google Map link : <https://maps.app.goo.gl/ygFbWCtjEgvva31d9>

Please note : Rescheduling of Interview will not be entertained in any circumstances.

Warm Regards,
Sandhya Singh
Human Resource Manager
+917378914476
<http://www.initiativempv.com/>

Cognizant

06-Dec-2019

Dear Parate Swapnil Kiran,
B.Tech/B.E., Civil Engineering
Maharashtra Institute of Technology



Candidate ID – 13781878

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.24,880/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

06-Dec-2019

Dear Pooja Swapnil Kien,
B.Tech/B.E., Civil Engineering
Microsatra Institute of Technology



Candidate ID - 13781878

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/- . This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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Please note

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- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com/cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Radhakrishnan
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

319

CIVIC Dept
2019-2020 Batch



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture

To,

Name : Prashant Bhaskarrao Khedkar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Prashant Bhaskarrao Khedkar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture

To,

Name : Shraddha Vivekanand Shinde

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shraddha Vivekanand Shinde,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
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 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Fwd: Teknovance : Campus Selection

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:46 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Wed, Jan 22, 2020 at 10:48 AM
Subject: Teknovance : Campus Selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Teknovance has selected one student of MITAOE - Pradnya Sonawane, B Tech Civil Engineering, from the campus recruitment conducted at MIT.

Remuneration offered by the company is Rs. 3.00 Lacs per annum.
Forwarding herewith the communication received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: <jobs@teknovance.com>
Date: Tue, Jan 21, 2020 at 4:20 PM
Subject: RE: Teknovance/Indovance Inc - Final Results
To: <hr@teknovance.com>, Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Sir,

Kindly note the candidate feedback who has appeared for model test for Mechanical on 13th Jan and 14th Jan 2020.

Mechanical Department					
Sr. No.	Name		Mail Id	Status	Model Test Day & Date
1	pooja	swami	pmswami@mitaoe.ac.in	Failed in model test	Monday -13 th January 2020 (Software: Autocad, Solidworks)
2	Anurag	Kandke	askandke@mitaoe.ac.in	Not Attended	
3	Swapnil	Alte	sbalte@mitaoe.ac.in	Failed in model test	
4	Mahadev	Mahore	msmahore@mitaoe.ac.in	Not Attended	
5	Pranit	Kamble	pranitikamble204@gmail.com	Failed in model test	
6	Kiran	Pawar	klpawar@mitaoe.ac.in	Failed in model test	
7	Nirmalya	Sow	nmsow@mitaoe.ac.in	Failed in model test	

Mechanical Department					
Sr. No.	Name		Mail Id	Status	Model Test Day & Date
1	Sanket	Kale	srkale@mitaoe.ac.in	Failed in model test	Monday -14 th January 2020 (Software: Autocad, Solidworks)
2	Satyam	Tripathi	satyamtripathi17021995@gmail.com	Failed in model test	
3	Mihir	Doshi	mihirdoshi23@gmail.com	Failed in model test	
4	Zubair	Shaikh	zbshaikh@mitaoe.ac.in	Failed in model test	
5	Omkar	Yande	omkaryande5@gmail.com	Not Attended	
6	Shivshankar	Angadi	srangadi@mitaoe.ac.in	Failed in model test	
7	Roshankumar	Patil	roshanpatil@mitaoe.ac.in	Failed in model test	

Thanks & Regards

Monika M.

Executive-HR

Teknovance/Indovance Inc.

Office: 020-67526414

Mobile -9970826559 | E – jobs@teknovance.com|

W - www.indovance.com | www.indpremedia.com

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cid:image004.jpg@01D2FEF2.7854F4A0 cid:image001.png@01D2FEF1.1AA6FB10
cid:image002.png@01D2FEF1.1AA6FB10 cid:image003.png@01D2FEF1.1AA6FB10
cid:image005.png@01D3A0D4.84699820

From: hr@teknovance.com <hr@teknovance.com>
Sent: Tuesday, January 21, 2020 3:45 PM
To: 'Hemant Mali' <hemant.mali@mitwpu.edu.in>
Subject: RE: Teknovance/Indovance Inc - Final Results

Dear Sir,

Kindly note the candidate feedback who has appeared for model test for Civil on 13th Jan 2020.

Civil Department				
Sr. No.	Name	Mail Id		Model Test Day & Date

1	Shriya	Mane	shriyamane110@gmail.com	Failed in Model & Technical	Monday - 13 th January 2020 (Software: Auto cad)
2	Yatin	Ahirrao	ahirraoyatin10@gmail.com	Failed in Model & Technical	
3	Aditya	Dubewar	asdubewar@mitaoe.ac.in	Failed in HR interview	
4	Ashvini	Patil	ashvini-patil@mitaoe.ac.in	Failed in Technical Interview	
5	Pradnya	Sonawane	pmsanawane@mitaoe.ac.in	Selected	
6	Pratik	Bhange	bhange98@gmail.com	Failed in HR interview	
7	Shubham	Sawant	shubhamsawant180@gmail.com	No Show	
8	Mayuresh	Kadam	mayureshkadam1401021@gmail.com	No Show	

Thanks & Regards

Apurwa M.
Executive-HR
Teknovance/Indovance Inc.
Contact: 020 67526401

| E - hr@teknovance.com

| W - www.indovance.com | www.indpremedia.com

Follow us on:

cid:image001.png@01D5D071.AA3B6A00 cid:image002.png@01D5D071.AA3B6A00
cid:image003.png@01D5D071.AA3B6A00 cid:image004.png@01D5D071.AA3B6A00
cid:image005.png@01D5D071.AA3B6A00

Congratulations! You have been selected to be part of Accenture!

Accenture, and Accenture are trademarks of Accenture Limited. © 2019 Accenture Limited. All rights reserved.



See you soon at Accenture!

Dear sumedh sharmas shinde,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.

accenture technology

**TALENT DRIVE
2020**

Accenture is looking for the best talent to join our team.

NEW APPLIED NOW

Contact

www.linkedin.com/in/prashant-kokate-a7b90614a (LinkedIn)

Top Skills

Microsoft Office

Microsoft PowerPoint

Microsoft Excel

prashant kokate

I Have completed My graduation BTech Civil From MIT academy of Engineering alandi Pune. Now I am actively looking for Job.

Pune

Summary

I have completed my Btech civil in the year 2020, so currently I am looking for job. Interested area of study design of steel structure. skill-(software-etabs, Auto Cad)

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Civil Engineering · (August 2016 - July 2020)

MIT Academy of Engineering, Alandi, Pune

Bachelor in Technology, Civil Engineering · (2016 - 2020)

upGrad

7-August-2020

Dear Shraddha,

Congratulations! It is our pleasure to offer you the position of "Interns - Admissions" at upGrad Education Pvt. Ltd (upGrad).

upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets and we expect every upGrad team member to adhere to our core values of Long Term Thinking with Clinical Execution, Empathy & Impact, Accountability & Ownership, Delivering Excellence (LEAD).

Please find the specifics of your offer below:

- Your **Contract** will be governed by **upGrad Education Service Agreement**.
- You would be working remotely till the time we feel it's safe to resume normal operations, post which you will be deployed to any city of upGrad's choice.
- You are expected to join us on **10-August-2020** & duration would be **6 months**.
- You would be paid **Rs 25,000/- Per Month**.

IMPORTANT - Duration of internship would be 6 months. Performance evaluation will be carried out every 2 months, internship may be terminated at any point (with a notice of one week) if found unsatisfactory.

We would like to take this opportunity to welcome you to the **upGrad** family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For upGrad Education Private Limited

Received & Accepted

Authorized Signatory

Shraddha Shinde

Annexure 2

- You will be required to submit below documents at the time of joining:
- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
- Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
- Education Documents (Certificate and Mark Sheet).
- SSC / HSC, Graduation Marksheet.
- Last employer Offer/Appointment letter and Relieving letter (if applicable).
- Last 3 months Pay slip/ Bank statements (if applicable).



Welcome Letter

1 message

SuccessFactors Onboarding <noreply@sapsf.com>
To: psiddhant77@gmail.com

Thu, 12 Nov, 2020 at 6:23 pm

Dear SIDDHANT SHARAD PATIL,

Welcome Aboard!

It gives me great pleasure to welcome you to JCB and I am looking forward to meet you on 02 / 11 / 2020.

Please click this JCB New Employee Wizard link to login to our OnBoarding portal and complete the onboarding formalities.

Details about the person to contact on your date of joining:

Name:

Email:

Time to Reach :

Where to Go:

We are looking forward to working with you and seeing you achieve great things!

Regards,
Prakash Mahajan



JOINING REPORT

Name : SIDDHANT SHARAD PATIL


Employee ID : SPATIL7126

Date of Joining : 02 / 11 / 2020

Department : Maintenance

Designation : Graduate Apprentice Trainee

Address : PADMAVATI NIVAS 100FT ROAD
SHANTISAGAR COLONY
SANGLI
416416

Signature of Employee :  Digitally signed by: SIDDHANT SHARAD PATIL on 14/11/20

Signature of HR Manager :

Fw: Offer letter / Confirmation Email.

Annasaheb Karale <a.karale@smauto.co.in>

Sat, Mar 26, 2022 at 10:52 AM

To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "deputydirector.cr@mitaoe.ac.in" <deputydirector.cr@mitaoe.ac.in>

Cc: Hemant Firodiya <h.firodiya@smauto.co.in>

To
Prof. Gangadhar Phad
Corporate Relation Executive
MIT Academy of Engineering,
Alandi (D) , Pune -412105.

Dear Sir,

This is with reference to your trailing mail regarding Confirmation mail for the Joining Details of your MIT Students with our Organization.

Following candidates were selected for our Organization & their joining details are as under :

Sr No	Name	Branch	DOJ	Designation	Department	Name of Organization
1	VIJAY J PATIL	ETX	05.02.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
2	PRATIK SURYAKANT SALUNKHE	ETX	23.10.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
3	BHUSHAN S. LAKHOTIYA	CHEMICAL	05.02.2020	Sr Engineer	Surface Coating Lab	S M AUTO ENGINEERING PVT.LTD; PUNE.
4	SURAJ S. GAIKWAD	CHEMICAL	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
5	SURAJ ANIL KHARE	CIVIL	05.02.2020	Tr. Engineer	Civil	S M AUTO ENGINEERING PVT.LTD; PUNE.
6	OMKAR G. TAMBE	MECH	05.02.2020	Tr. Engineer	Development	S M AUTO ENGINEERING PVT.LTD; PUNE.
7	UMESH A SHATTER	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
8	LOKESH SANTRAM YADAV	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
9	ROHIT MADHUSOOTHANAN PODUWAL	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.

This is for kind information.

Thanks & Regards,

Annasaheb Karale
Manager-HR & Admin
SM Auto Engineering Pvt. Ltd;
Plot No : B-19, H-Block, MIDC,
Pimpri, Pune (MH)-411018.
Mobile No: 7709003396
Website : www.smauto.co.in

From: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Sent: Friday, March 25, 2022 6:27 PM

To: Annasaheb Karale <a.karale@smauto.co.in>

Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Hemant Firodiya <h.firodiya@smauto.co.in>

Subject: Offer letter / Confirmation Email

Dear Sir,

Greetings of the Day

As per our telephonic conversation about the selected students offer letter / Confirmation Email Required. NAAC Committee is visiting our MIT Academy of Engg Campus in the upcoming days.

Below Mentioned Students Name - (2019-20 Batch Pass Out)

Total No of Selected Students is - 9

VIJAY J PATIL	ETX	S M AUTO ENGINEERING PVT.LTD.
PRATIK SURYAKANT SALUNKHE	ETX	S M AUTO ENGINEERING PVT. LTD.

BHUSHAN S. LAKHOTIYA	CHEMICAL	S M AUTO ENGINEERING PVT.LTD.
SURAJ S. GAIKWAD	CHEMICAL	S M AUTO ENGINEERING PVT.LTD.
SURAJ ANIL KHARE	CIVIL	S M AUTO ENGINEERING PVT.LTD.
OMKAR G. TAMBE	MECH	S M AUTO ENGINEERING PVT.LTD.
UMESH A SHATTER	MECH	S M AUTO ENGINEERING PVT.LTD.
LOKNATH S. YADAV	MECH	S M AUTO ENGINEERING PVT.LTD.
ROHIT MADHUSOOTHANAN PODUWAL	MECH	S M AUTO ENGINEERING PVT.LTD.

Regards,

Mr. Gangadhar Phad | 8390100244

Corporate Relation Executive

MIT Academy of Engineering

Alandi (D) , Pune -412105

Tel-020-30253500 | gangadhar.phad@mitaoe.ac.in

LinkedIn- <https://www.linkedin.com/in/mr-gangadhar-phad-4aa14a78/>

MIT AOE- <https://mitaoe.ac.in/corporate-relations.php>

Fwd: UrbanRoof : Campus selection

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Jan 22, 2021 at 11:56 AM
Subject: UrbanRoof : Campus selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>, Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

Dear Sir,

UrbanRoof Pvt. Ltd. has selected one student of MITAOE - Ashvini Patil (B.Tech Civil Engineering, 2020 passed out batch), from the campus recruitment. Remuneration offered by the company is rs. 2.50 lacs per annum CTC.

Forwarding herewith the confirmation received from the company, for reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----
From: Nishant Jain <nishant.jain@urbanroof.in>
Date: Thu, Jan 21, 2021 at 12:59 PM
Subject: Re: Candidate Selection @ UrbanRoof
To: Manoj Mehrotra <manoj.mehrotra@mitwpu.edu.in>
Cc: Human resource <hr@urbanroof.in>, hemantmali <hemant.mali@mitwpu.edu.in>

Dear Mr. Manoj,

Greetings of the day!

After completion of the our selection process we are pleased to extend an offer of employment to **Ms. Patil Ashvini Venkatrao** for the post of "**Client Service Executive (Level-1)**" at our Pune office.

The offered CTC is **2,50,000.00** (two lakhs fifty thousand) per annum, of which **1,80,000.00** (one lakh eighty thousand) will be fixed amount, and **70,000.00** (seventy thousand) will be variable, to be paid based on individual as well as company's performance. The offer letter with the detailed salary structure and terms and conditions will be handed over on the date of joining i.e. 26th February 2020.

Please note that the above offer is conditional subject to the verification clearance being obtained by us prior to/after Candidates' joining.

Kindly revert to this e-mail as an acceptance of the offer **Today by or before 19:00:00 Hours**. Please ask candidate to carry **originals and photocopies** of the following documents on your

date of joining:

- Qualification Documents (10th, 12th, Graduation, Graduations-Mark sheets for each semester)
- Applicable Professional Documents (Relieving Documents, Salary Slips, Appointment Letter) , If any
- Local residential address proof (DL/ Pass Port/ Adhaar Card, Pan card)
- Permanent Address proof (DL/ Pass Port/ Adhaar Card, Pan card)
- 02 copies of Adhaar Card and Pancard (It is mandatory)
- 03 passport size photographs

Candidates' joining formalities will be done on your DOJ at our Pune office. He/she must report on the address below by sharp **11.00 am** on the given Joining Date.

UrbanRoof Pvt. Ltd.

Flat No.3, Akshay House,
Sinhgad Rd, Mahalakshmi Society,
Varshanand Society, Anand Nagar,
Pune, Maharashtra 411051
Landmark – Besides Jagtap Hospital

If you have any queries you can contact us on **73855 23398**.

Feel free to contact should you have any queries.

Thanks and Regards,
Nishant



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Congruex Asia Pacific LLP : Campus selections

2 messages

Mathew Roy <dir.tnp@mitaoe.ac.in>
To: tp2020all@mitaoe.ac.in

Wed, Jan 20, 2021 at 4:48 PM

Congreux Asia pacific LLP has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

No	First Name	Middle Name	Last Name	Degree	Branch	Campus
1	Chaitanya	Hanmant	Gangatirkar	B.E.	Electronics Engineering	MITAOE
2	Gayatri	Raosaheb	Jagdale	B.E.	Civil Engineering	MITAOE
3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

We wish them all the best!!!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 4:01 PM

On Wed, Jan 20, 2021, 3:37 PM Anil Kumar Pacha <anil.pacha@mitaoe.ac.in> wrote:
Dear Sir,

Congreux Asia pacific LLP has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

No	First Name	Middle Name	Last Name	Degree	Branch	Campus
1	Chaitanya	Hanmant	Gangatirkar	B.E.	Electronics Engineering	MITAOE
2	Gayatri	Raosaheb	Jagdale	B.E.	Civil Engineering	MITAOE
3	Mohana	Vasudeorao	Tapre	B.E.	Electronics Engineering	MITAOE
4	Navin	Pradip	Veer	B.E.	Mechanical	MITAOE
5	Nimish	Nilesh	Joshi	B.E.	Mechanical	MITAOE
6	Samadhan	Parmeshwar	Rajgire	B.E.	Mechanical	MITAOE
7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

Forwarding herewith the mail confirmation received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----
From: Rushikesh Choudhari <rushikesh.choudhari@mitwpu.edu.in>
Date: Wed, Jan 20, 2021 at 12:35 PM

Fwd: UrbanRoof : Campus selection

1 message

Wed, Mar 2, 2022 at 3:27 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----
From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Fri, Jan 22, 2021 at 11:56 AM
Subject: UrbanRoof : Campus selection
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>, Dr. Shitalkumar A Jain <dean.cr@mitaoe.ac.in>

Dear Sir,

UrbanRoof Pvt. Ltd. has selected one student of MITAOE - Ashvini Patil (B.Tech Civil Engineering, 2020 passed out batch), from the campus recruitment. Remuneration offered by the company is rs. 2.50 lacs per annum CTC.

Forwarding herewith the confirmation received from the company, for reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Nishant Jain <nishant.jain@urbanroof.in>
Date: Thu, Jan 21, 2021 at 12:59 PM
Subject: Re: Candidate Selection @ UrbanRoof

To: Manoj Mehrotra <manoj.mehrotra@mitwpu.edu.in>
Cc: Human resource <hr@urbanroof.in>, hemantmali <hemant.mali@mitwpu.edu.in>

Dear Mr. Manoj,

Greetings of the day!

After completion of the our selection process we are pleased to extend an offer of employment to **Ms. Patil Ashvini Venkatrao** for the post of "**Client Service Executive (Level-1)**" at our Pune office.

The offered CTC is **2,50,000.00** (two lakhs fifty thousand) per annum, of which **1,80,000.00** (one lakh eighty thousand) will be fixed amount, and **70,000.00** (seventy thousand) will be variable, to be paid based on individual as well as company's performance.

The offer letter with the detailed salary structure and terms and conditions will be handed over on the date of joining i.e. 26th February 2020.

Please note that the above offer is conditional subject to the verification clearance being obtained by us prior to/after Candidates' joining.

Kindly revert to this e-mail as an acceptance of the offer **Today by or before 19:00:00 Hours**. Please ask candidate to carry **originals and photocopies** of the following documents on your

date of joining:

- Qualification Documents (10th, 12th, Graduation, Graduations-Mark sheets for each semester)
- Applicable Professional Documents (Relieving Documents, Salary Slips, Appointment Letter) , If any
- Local residential address proof (DL/ Pass Port/ Adhaar Card, Pan card)
- Permanent Address proof (DL/ Pass Port/ Adhaar Card, Pan card)
- 02 copies of Adhaar Card and Pancard (It is mandatory)
- 03 passport size photographs

Candidates' joining formalities will be done on your DOJ at our Pune office. He/she must report on the address below by sharp **11.00 am** on the given Joining Date.

UrbanRoof Pvt. Ltd.

Flat No.3, Akshay House,
Sinhgad Rd, Mahalakshmi Society,
Varshanand Society, Anand Nagar,
Pune, Maharashtra 411051
Landmark – Besides Jagtap Hospital

If you have any queries you can contact us on **73855 23398**.

Feel free to contact should you have any queries.

Thanks and Regards,
Nishant



CONSULTANTS FOR THE BUILT ENVIRONMENT

330

KEPL/HR/463/2020-2021

4th March 2021

To

Mr. Aditya Dubewar

Subject : Offer Letter

Post : Trainee Detailing Engineer


Dear Aditya,

We are pleased to offer you an employment for the post of Trainee Detailing Engineer for various projects of our Detailing Department. Your training period is 3 months from the date of joining the company, as Trainee Detailing Engineer. After successful completion of training, you will be on probation, for the period of 3 months. For your training period we are offering you per month gross Rs. 15,000/- only. All the necessary taxes will be deducted as per government rules.

On completion of your training for 3 months, you will be on probation, at per month gross salary Rs. 21,100/- only. All the necessary taxes will be deducted as per government rules.

Please countersign the copy of this letter as your acceptance. A formal appointment letter will be issued at a later date.

For Kashec Engineers Pvt. Ltd.


Neha Tikhe
Associate Director - HR & Finance


Candidate's Signature
As acceptance of letter

KASHEC ENGINEERS PVT. LTD.

Regd. Office : Survey No. 110/11 & 110/11/23, 2nd floor Block B & C, Baner Biz Bay, Baner, Pune 411 045
Phone : + 91 (0) 20 66472235, 66472200 Email : enquiries@kashecindia.net
Website : www.kashec.co.in CIN : U29309MH1995PTC092356



CONSULTANTS FOR THE BUILT ENVIRONMENT

KEPL/HR/464/2020-2021

4th March 2021

To

Mr. Rupesh Manore

Subject : Offer Letter

Post : Trainee Detailing Engineer

Dear Rupesh,

We are pleased to offer you an employment for the post of Trainee Detailing Engineer for various projects of our Detailing Department. Your training period is 3 months from the date of joining the company, as Trainee Detailing Engineer. After successful completion of training, you will be on probation, for the period of 3 months. For your training period we are offering you per month gross Rs. 15,000/- only. All the necessary taxes will be deducted as per government rules.

On completion of your training for 3 months, you will be on probation, at per month gross salary Rs. 21,100/- only. All the necessary taxes will be deducted as per government rules.

Please countersign the copy of this letter as your acceptance. A formal appointment letter will be issued at a later date.

For Kashec Engineers Pvt. Ltd.

NHT

Neha Tikhe
Associate Director – HR & Finance

[Signature]
25/03/2021

Candidate's Signature
As acceptance of letter

KASHEC ENGINEERS PVT. LTD.

Regd. Office : Survey No. 110/11 & 110/11/23, 2nd floor, Block B & C, Baner Biz Bay, Baner, Pune 411 045.
Phone : + 91 (0) 20 66472235, 66472200 Email : enquiries@kashecindia.net
Website : www.kashec.co.in CIN : U29309MH1995PTC092356



Aimil Ltd.
Instrumentation & Technologies



Naimex House, BSEL Tech Park, B Wing, 11th Floor, Sector 30A, Plot No. 39/5 & 39/5A, Opp. Vashi Railway Station,
Vashi, Navi Mumbai - 400 705 Tel.: 91-022-68256600 Fax : 91-022-68256666 E-mail : mumbai@aimil.com
Customer Care No. 1800 22 1932

OFFER LETTER

June 17th, 2021

Mr. Omkar Yamgar
A/P, Mahuli, Tal. Khanapur
Dist : Sangali - 413510

Dear Omkar,

*With reference to your personal interview at our office, we are pleased to appoint you as **Sales Engineer (Grade – EI)** in the **Civil Group** with effect from **1st July 2021** at our **Pune Office**.*

*Your Basic Salary will be **Rs.12,000/-** and a formal Appointment letter will be issued when you join duty subjected to your referral check. As discussed, you will also need to sign an employment bond for 3 years on joining duty.*

We look forward to a long association with you and take this opportunity to welcome you to our organization and wish you success and prosperity.

Please sign the duplicate copy of this letter as a token of acceptance of the offer.

Yours truly,
For AIMIL LIMITED

(Shailendra Purandare)
Area Manager

GSTIN : 27AACCA7217J1ZO PAN : AACCA7217J CIN-U74899 DL1972 PLC 006093

Corporate Office: Naimex House, A-8, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi 110044, India
Phone: 91-11-61310200 Fax: 91-11-26950011 Email: info@aimil.com Website: www.aimil.com

Branches: Bengaluru, Bhubaneswar, Chandigarh, Chennai, Guwahati, Hyderabad, Indore, Kochi, Kolkata, Lucknow, Nagpur, Pune, Vadodara



Powering Business Worldwide

333 - 333

Eaton India Innovation Center LLP,
Office Building B6 along with Lab at S1 and S2,
Magarpatta City SEZ, Magarpatta SEZ,
Village Hadapsar, Taluka - Haveli,
Dist - Pune 411013

To,

Training and Placement Cell,
MIT - World Peace University.

Date: 19-July-2019

Subject: List of Selected Candidates

Congratulations on being shortlisted!!

We are delighted to inform you that we have shortlisted the following candidates. This employment would be for **Eaton India Innovation Center**.

Sr. No.	Name	Course	Specialization	CTC
1.	Saundarya Chauhan	B.E.	E & Tc	6.25 Lpa
2.	Shubhankar Kelkarni	B.E.	E & Tc	
3.	Neha Amble - CoE	B.E.	Mech.	
4.	Nikhil Chafap - AoE	B.E.	Mech. ✓	
5.	Sandeep Vakte - AoE	B.E.	Mech. ✓	
6.	Sabiha Pathan - mir	B.E.	Mech.	
7.	Vedant Hule - CoE	B.E.	Mech.	
	→			
	→			
	→			

All the details of the joining formalities will be communicated to you shortly.

Thanks and Regards,


Vishal Patil
Sr. HR Generalist



Powering Business Worldwide

338 - 334

Eaton India Innovation Center LLP,
Office Building B6 along with Lab at S1 and S2,
Magarpatta City SEZ, Magarpatta SEZ,
Village Hadapsar, Taluka - Haveli,
Dist - Pune 411013

To,

Training and Placement Cell,
MIT - World Peace University.

Date: 19-July-2019

Subject: List of Selected Candidates

Congratulations on being shortlisted!!

We are delighted to inform you that we have shortlisted the following candidates. This employment would be for Eaton India Innovation Center.

Sr. No.	Name	Course	Specialization	CTC
1.	Saundarya Chauhan	B.E.	E & Tc	6.25 Lpa
2.	Shubhankar Kelkar	B.E.	E & Tc	
3.	Neha Amble - CoE	B.E.	Mech.	
4.	Nikhil Chalap - AoE	B.E.	Mech.	
5.	Saideep Vakte - AoE	B.E.	Mech.	
6.	Sabiha Pathan - mir	B.E.	Mech.	
7.	Vedant Hule - CoE	B.E.	Mech.	
	→			
	→			
	→			

All the details of the joining formalities will be communicated to you shortly.

Thanks and Regards,

Vishal Patil
Sr. HR Generalist

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>

Date: Wed, Sep 11, 2019 at 9:43 AM

Subject: Congratulations to all the selected Candidates!

To: <hemant.mali@mitcoe.edu.in>

Cc: <Chris.Samuel@cognizant.com>

Cognizant



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Human Resources - Talent Acquisition
Cognizant Technology Solutions

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This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.



Interview Selects at MIT Pune.xlsx
29K

Cognizant	First Name	Last Name	Primary Email Id	Primary Mobile No.	Current Degree	Current Stream	Current College Name
13781960	Rahul Rishabh	Singh	rrsingh@mitaoe.ac.in	7620685242	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781347	Misal Akash	Balashah	akash.misalmit@gmail.com	7875571844	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781947	Sophie	Mathews	sophiemathews@mitaoe.ac.in	8793252140	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781727	ANUBHAV DATTA	GUPTA	nehanju702@gmail.com	8788226468	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781745	Khire Sarvesh	Mind	sarveshkhire@gmail.com	9881133952	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781415	Gaurav Vijay	Bangad	gaurav.bangad99@gmail.com	8275937266	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781757	Jitesh Mahendra	Singhal	ssingh1jitesh@gmail.com	7021883909	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781767	Prabharsha	Mahurkar	prabharsha09@gmail.com	9952056200	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781421	TAGWALE ROHINI	VIKAS	rohiniyagwale1998@gmail.com	7741098998	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781789	Nemade Sushant	Shrikrishna	sushantnemade15@gmail.com	9766776633	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781797	Kakad Dnyaneshwari	Prataprao	dryanukakad998@gmail.com	7066188546	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781804	Abhijit	Shelge	abhijitshelge@gmail.com	8888861564	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781815	GOPAL SHYAM	DHANRAJANI	gopal.dhanrajanmit@gmail.com	9595739511	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781821	WALE TALIT	RAVINDRA	talitwale100@gmail.com	8999313334	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781453	Unair	Watekar	unairwatekar@gmail.com	8149392271	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781457	SAIL ESH	SAHA	saileshsaha008@yahoo.com	8669869122	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781857	Subhadeep	Ghosh	subhadeep.ghosh.mti@gmail.com	98627448540	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781885	Harshta	Jain	hunjain@mitaoe.ac.in	9460405297	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781491	Sahil	Tah	ssstah@mitaoe.ac.in	9420765700	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781913	Akshay	Ingle	asingle@mitaoe.ac.in	7758086141	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781927	Mayuresh	Mohite	mynohite@mitaoe.ac.in	9595029729	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781997	Shaikh Jamir	Talasha	ishaiikh@mitaoe.ac.in	7972525783	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781556	Kumar	Aman	akumara@mitaoe.ac.in	7057399072	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Candidate	First Name	Last Name	Primary Email Id	Primary Mobile No.	Current Degree	Current Stream	Current College Name
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

Cognitant (First Name)	Last Name	Primary Email Id	Primary Mobile No.	Current Degree	Current Stream	Current College Name
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[illegible]

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

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To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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13781560	Chikalande Mrunal						

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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ASP.NET

ASP.NET MVC

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Experience

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1 year 4 months

Programming Analyst

February 2022 - Present (4 months)

Programmer Analyst Trainee

February 2021 - February 2022 (1 year 1 month)

Education

MIT academy of engineering

Bachelor of Technology - BTech, Mechanical Engineering · (2017 - 2020)

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Diploma, Mechanical Engineering · (2014 - 2017)

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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13781919	Bhatlebhushan	9709540528	B.Tech/B.E.	Mechanical Engineering	7758930483	7758930483	Maharashtra Institute of Technology
13781511	Dimble Monika	9545551468	B.Tech/B.E.	Mechanical Engineering	7972827726	7972827726	Maharashtra Institute of Technology
13781933	Mandal Nitesh	9404082755	B.Tech/B.E.	Mechanical Engineering	7038930141	7038930141	Maharashtra Institute of Technology
13781948	Bhatkar Sushiti	8104639866	B.Tech/B.E.	Mechanical Engineering	7218219325	7218219325	Maharashtra Institute of Technology
13781955	Jatin Satish	7040723617	B.Tech/B.E.	Mechanical Engineering	9823068711	9823068711	Maharashtra Institute of Technology
13781969	Satav Mayur	7038184296	B.Tech/B.E.	Mechanical Engineering	7588234684	7588234684	Maharashtra Institute of Technology
13781971	Nikhil	8600100441	B.Tech/B.E.	Mechanical Engineering	9561330757	9561330757	Maharashtra Institute of Technology
13781975	Malang Siddharth	7058671427	B.Tech/B.E.	Mechanical Engineering	9511664878	9511664878	Maharashtra Institute of Technology
13781979	Abhinav Vijay	7776996043	B.Tech/B.E.	Mechanical Engineering	9689937684	9689937684	Maharashtra Institute of Technology
13781551	PALVE AVINASH	8180925935	B.Tech/B.E.	Mechanical Engineering	8975433464	8975433464	Maharashtra Institute of Technology
13781992	Kodam Dhantraj	7875137912	B.Tech/B.E.	Mechanical Engineering	9284048775	9284048775	Maharashtra Institute of Technology
13781995	Phalak Harshal	7770054515	B.Tech/B.E.	Mechanical Engineering	8805598086	8805598086	Maharashtra Institute of Technology
13781998	Jayesh Arvind	9552366566	B.Tech/B.E.	Mechanical Engineering	9921583217	9921583217	Maharashtra Institute of Technology
13782000	Gavakar Kshiraja	8329508309	B.Tech/B.E.	Mechanical Engineering	8605519034	8605519034	Maharashtra Institute of Technology
13781557	Gharale Kunal	8381070073	B.Tech/B.E.	Mechanical Engineering	9145487156	9145487156	Maharashtra Institute of Technology
13782007	Neha	7276543638	B.Tech/B.E.	Mechanical Engineering	972634814	972634814	Maharashtra Institute of Technology
13782008	Das Nihar Ranjan Ajay	8208567477	B.Tech/B.E.	Mechanical Engineering	7759600088	7759600088	Maharashtra Institute of Technology
13782010	JEJURKAR NILKANTH	9527604892	B.Tech/B.E.	Mechanical Engineering	8605313585	8605313585	Maharashtra Institute of Technology
13781573	Chaudhari Rushikesh	7038931700	B.Tech/B.E.	Mechanical Engineering	9284048775	9284048775	Maharashtra Institute of Technology
13781581	Shivaleja	775074541	B.Tech/B.E.	Mechanical Engineering	9921583217	9921583217	Maharashtra Institute of Technology
13781589	Sumit Santosh	8007189070	B.Tech/B.E.	Mechanical Engineering	8605519034	8605519034	Maharashtra Institute of Technology
13782042	PARKOR SUMIT	9011370030	B.Tech/B.E.	Mechanical Engineering	9145487156	9145487156	Maharashtra Institute of Technology
13782048	Vaidhavan Gajanan	7744836967	B.Tech/B.E.	Mechanical Engineering	9689937684	9689937684	Maharashtra Institute of Technology
13782057	AADESH RAJESH	9139640960	B.Tech/B.E.	Mechanical Engineering	8975433464	8975433464	Maharashtra Institute of Technology
13782063	Jagdale Ameyra	8379845138	B.Tech/B.E.	Mechanical Engineering	9284048775	9284048775	Maharashtra Institute of Technology
13781605	Janali Sanjay	9552656385	B.Tech/B.E.	Mechanical Engineering	9921583217	9921583217	Maharashtra Institute of Technology
13782072	Madhur Prashant	8208888938	B.Tech/B.E.	Mechanical Engineering	8605519034	8605519034	Maharashtra Institute of Technology
13781606	Madhur Manoj	8975797508	B.Tech/B.E.	Mechanical Engineering	9145487156	9145487156	Maharashtra Institute of Technology
13782073	Patil Mnganka	7722050492	B.Tech/B.E.	Mechanical Engineering	9689937684	9689937684	Maharashtra Institute of Technology
13782077	Premana	7447209849	B.Tech/B.E.	Mechanical Engineering	8975433464	8975433464	Maharashtra Institute of Technology
13782078	Rachit	8830540863	B.Tech/B.E.	Mechanical Engineering	9284048775	9284048775	Maharashtra Institute of Technology
13782086	Jaijoo Shradha	7588891465	B.Tech/B.E.	Mechanical Engineering	8605519034	8605519034	Maharashtra Institute of Technology

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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13781499	VISHAL	9145487156	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781503	Ashish	7972634814	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781919	Batulebhushan	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781511	Dimple Monika	9545351468	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781932	Nishigandha Girish	7350806695	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781933	Mandal Nitesh	9404082755	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
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13781955	Jatin Satish	7040723617	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

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13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Jushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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13781531	Dimble Monika	B.Tech/B.E.	7350806695	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781932	Mishigandha Girish	B.Tech/B.E.	9904082755	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781933	Mandal Nitesh	B.Tech/B.E.	8104393866	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781948	Bhatkar Srutit	B.Tech/B.E.	7040723617	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781955	Jatin Satish	B.Tech/B.E.	7038184296	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781969	Satav Mayur	B.Tech/B.E.	8600100441	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781971	Nikhil	B.Tech/B.E.	9166053098	9709540528	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781975	Malang Siddharth	B.Tech/B.E.	7058671427	9709540528	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781979	Abhijit Vijay	B.Tech/B.E.	7776996043	9709540528	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
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13782010	JEJURKAR NILKANTH	B.Tech/B.E.	9527604892	9709540528	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781573	Chaudhari Rushikesh	B.Tech/B.E.	7038931700	9709540528	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13781589	Sumit Santosh	B.Tech/B.E.	9011370030	9709540528	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782042	PARKOR SUMIT	B.Tech/B.E.	7744836967	9709540528	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782048	Vaibhav Gajanan	B.Tech/B.E.	8007189070	9709540528	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782057	AADESH RAJESH	B.Tech/B.E.	9139640960	9709540528	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782063	Jagdale Ameyra	B.Tech/B.E.	7744836967	9709540528	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781605	Janki Sanjay	B.Tech/B.E.	8379845138	9709540528	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782072	Madhur Prashant	B.Tech/B.E.	9552656385	9709540528	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781606	Madhur Manoj	B.Tech/B.E.	8208689938	9709540528	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782073	Paal Murganka	B.Tech/B.E.	8975797508	9709540528	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782077	Prerna	B.Tech/B.E.	7722050492	9709540528	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
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13782086	Jaijo Shradha	B.Tech/B.E.	8830540863	9709540528	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782086	Jaijo Shradha	B.Tech/B.E.	7588891465	9709540528	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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13781537	Ishant Himmatrao	Naik	ishnaik@mitaoe.ac.in	9370183886	B. Tech/B. E.	Information Technology	Maharashtra Institut

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mall@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Candidate's First Name	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>

Date: Wed, Sep 11, 2019 at 9:43 AM

Subject: Congratulations to all the selected Candidates!

To: <hemant.mali@mitcoe.edu.in>

Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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13781705	Harhar Tejas	Prashant	yjh123@gmail.com	9850586660	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782229	DHANKHOE VAIBHAVI	MANISH	missvaibhav1998@yahoo.com	9767166362	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781706	VEDANT NAGESH	CHIREKHANI	vedantc11@gmail.com	9665782167	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781709	Vivin Sunil	Oza	vivin.oza@gmail.com	9172638494	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781717	RATHI ANKUSH	PRAKASH	ANKUSHRATHI2905@GMAIL.COM	9766994159	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781733	Bagul Manali	Harishwar	manalibagul123@gmail.com	8805785414	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781792	Praiksha Dattatray	Gadge	praiksha.gadgemit@gmail.com	9168106846	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781433	SHIRISH BAPUSAHEB	KHAIRNAR	shirishbkhairnar123@gmail.com	7057414111	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781817	PAWAR HARSHADA	ANIL	harshadaa14@gmail.com	7721940020	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781829	chinchhare radhika	sanjay	rs.chinch@gmail.com	9834943819	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781444	bhandarwar saikrishna	ganesh	sai.bhandarwar25@gmail.com	8149031450	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781456	RODGE ADHYAVAN	PRAVIN	adhyavan.rodgemit@gmail.com	9527555224	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781850	Parag	Pande	paragpande1_nail.com		B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Technology

13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	9158801972	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute c
13781973	RUSHIKESH HARIHAR	KASTURE	rkasture@mitaoe.ac.in	7559460294	B.Tech/B.E.	Information Technology	Maharashtra Institute c
13781541	Umanag	Joshi	ujoshi@mitaoe.ac.in	7620874913	B.Tech/B.E.	Information Technology	Maharashtra Institute c
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	9545967537	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute
13781991	Bhise Avadhut	Uttam	aubhise@mitaoe.ac.in	8888276247	B.Tech/B.E.	Mechanical Engineering	MIT Academy of Engir
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute
13782040	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institut
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institut
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institut
13781618	SUMEET	BHATNAGAR	SUMEETW/ORKO@GMAIL.COM	8793080774	B.Tech/B.E.	Computer Engineering	Maharashtra Institut
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	8805558393	B.Tech/B.E.	Information Technology	Maharashtra Institut
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	9130160001	B.Tech/B.E.	Information Technology	Maharashtra Institut
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institut
13781679	Sudarshan Bhalchandra	Bhikane	bhikanesarshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institut
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institut
13781537	Ishant Himmatrao	Naik	inaiik@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institut

06-Dec-2019

Dear Ravina Rohidas Bhujbal,
B.Tech/B.E., Mechanical Engineering
Maharashtra Institute of Technology



Candidate ID — 13782025

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Ravina Rohidas Bhujbal

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advance Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

Mechanical Dept

2019-2020 Batch

355

06-Dec-2019

Dear Tuse Piyush Sanjay,
B.Tech/B.E., Mechanical Engineering
Maharashtra Institute of Technology



Candidate ID – 13782017

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Tuse Piyush Sanjay

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
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6	Advance Statutory Bonus***	2000	24,000
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- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

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Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

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Mechanical Branch
2019-2020 Batch

356



HIGHWAY TO EXCELLENCE

accenturetechnology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Piyush Sanjay Tuse

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Piyush Sanjay Tuse,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

Sl. No.	Name of student	Grade	Mobile No.	Email ID	Roll No.	Branch	Department	Institute
13781837	Snehal	Bgrade	9561330757	snehal.mirge@gmail.com	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781848	Himanshu Shankar	Bgrade	9511664878	himanshuhawani7@gmail.com	8830540863	B.E.	Petroleum Engineering	Maharashtra Institute of Technology
13781862	Swansh	Bgrade	9689937684	swanshmoh@gmail.com	7588891465	BE	Polymer	Maharashtra Institute of Technology
13781468	Advait Pramod	Bgrade	8975433464	advaitp@mitaoe.ac.in	7588891465	B.E.	Chemical Engineering	Maharashtra Institute of Technology
13781472	Sonakke Rakesh	Bgrade	9921583217	rsontakke@mitaoe.ac.in	7588891465	B.E.	Chemical Engineering	Maharashtra Institute of Technology
13781878	Parate Swapnil	Bgrade	7775960088	skparate@mitaoe.ac.in	7588891465	B.E.	Civil Engineering	Maharashtra Institute of Technology
13781881	Anup Vasant	Bgrade	8605313585	avkote@mitaoe.ac.in	7588891465	B.E.	Computer Science and Technology	Maharashtra Institute of Technology
13781882	DHUNDUR APURVA	Bgrade	9284048775	aadhundur@mitaoe.ac.in	7588891465	B.E.	Computer Engineering	Maharashtra Institute of Technology
13781485	Yadav Prajakta	Bgrade	8805598086	psyadav@mitaoe.ac.in	7588891465	B.E.	Computer Engineering	Maharashtra Institute of Technology
13781900	Gawade snehal	Bgrade	8605519034	sne20maruti@gmail.com	7588891465	B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781906	Tanisk	Bgrade	9145487156	tgannpurna@mitaoe.ac.in	7588891465	B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781499	VISHAL	Bgrade	9797634814	vsingh@mitaoe.ac.in	7588891465	B.E.	Computer Engineering	Maharashtra Institute of Technology
13781503	Ashish	Bgrade	9709540528	atkumar@mitaoe.ac.in	7588891465	B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781919	Batulebhusan	Bgrade	9545351468	batulebhusan@gmail.com	7588891465	B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781511	Dimple Monika	Bgrade	7350806695	mdimple@mitaoe.ac.in	7588891465	B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781932	Nishigandha Girish	Bgrade	9404082755	ngpatil@mitaoe.ac.in	7588891465	B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781933	Mandal Nitesh	Bgrade	8104639866	ndmandal@mitaoe.ac.in	7588891465	B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781948	Bhatkar Sushiti	Bgrade	7040723617	shbhatkar@mitaoe.ac.in	7588891465	B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781955	Jatin Satish	Bgrade	7038184296	jmatadan@mitaoe.ac.in	7588891465	B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781969	Satav Mayur	Bgrade	8600100441	msatav@mitaoe.ac.in	7588891465	B.E.	Information Technology	Maharashtra Institute of Technology
13781971	Nikhil	Bgrade	9166053098	nsarjot@mitaoe.ac.in	7588891465	B.E.	Information Technology	Maharashtra Institute of Technology
13781975	Malang Siddharth	Bgrade	7058671427	ssmalang@mitaoe.ac.in	7588891465	B.E.	Information Technology	Maharashtra Institute of Technology
13781979	Abhijit Vijay	Bgrade	7776996043	avpail@mitaoe.ac.in	7588891465	B.E.	Information Technology	Maharashtra Institute of Technology
13781551	PALVE AVINASH	Bgrade	8180923935	apalve@mitaoe.ac.in	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781992	Kodam Dhanraj	Bgrade	7875137912	dkodam@mitaoe.ac.in	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781995	Phalak Harshal	Bgrade	9552366566	hphalak@mitaoe.ac.in	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781998	Jayesh Avind	Bgrade	8329508309	kbavakar@mitaoe.ac.in	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782000	Bayakar Kshitija	Bgrade	7770054516	jagupta@mitaoe.ac.in	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781557	Ghatale Kunal	Bgrade	8381070073	kgghatale@mitaoe.ac.in	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782007	Neha	Bgrade	7276543638	nehaashah@mitaoe.ac.in	7588891465	B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

Concitant	First Name	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
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13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institut
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13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Instit
13781679	Sudarshan Bhalchandra	Bhikane	bhikanesarsharshan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Instit
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Instit
13781537	Ishant Himmatrao	Naik	ihnai@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Instit

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards,

Cognizant	First Name	Last Name	Primary Email Id	Primary Mobile No	Current Degree	Current Stream	Current College Name
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13781862	Swansh	Suneel	9689937684	BE	Polymer	Maharashtra Institute of Technology
13781468	Aadvait Pramod	Kolhe	8975433464	B.Tech/B.E.	Chemical Engineering	Maharashtra Institute of Technology
13781472	Sonakke Rakesh	Pandurang	9921583217	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Technology
13781878	Parate Swapnil	Kiran	7775960088	B.Tech/B.E.	Computer Science and Technology	Maharashtra Institute of Technology
13781881	Anup Vasant	Kolhe	8605313555	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781882	DHUNDIR APURVA	Avinash	9284048775	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781485	Vedav Prajakta	Subhash	8605519034	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781900	Gawade snehal	Maruti	9145487156	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Technology
13781906	Tanisk	Annapurna	7972634814	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
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13781511	Dimble Monika	Tulshidas	9404082755	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
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13781933	Mandal Nitesh	devanayan	7040723617	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781948	Bhatkar Srushti	Harishchandra	7038184296	B.Tech/B.E.	Electronics Engineering	Maharashtra Institute of Technology
13781955	Jatin Satish	Madan	8500100441	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781969	Satav Mayur	Sudhakar	9166053098	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781971	Nikhil	Satyot	7058671427	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781975	Malang Siddharth	Shantappa	7776996043	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781551	Ashijit Vijay	Patil	8180925935	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13781998	Pratik Harshal	Bhaskar	955266566	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782000	Jayesh Arvind	Gupta	8329508309	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13782007	Ghatale Kunal	Samadhan	7276543638	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13782010	JEJURKAR NILKANTH	VILAS	775074541	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781573	Chaudhari Rushikesh	Pramod	9013370030	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781581	Shivateja	Burrata	8007189070	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13782042	PARKOR SUMIT	VASANTRAO	9139640960	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782048	Vaibhav Gajanan	Kale	8379845138	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782053	AADESH PALESH	NIRPRAKE	9552656385	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781605	Janaki Sanjay	Pandurang	8208868938	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782072	Madhur Prashant	Naik	8975797508	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781606	Madhur Manoj	Deokar	7722050492	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782073	Patil Mruganka	Firodiya	7447209849	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782077	Prerana	Milind	8830540863	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13782078	Rachit	Gakwad	7588991465	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
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13781230	Jawad Aft	Chandani	ajitjawad3424@gmail.com	9130255084	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
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13781692	Luniya Harshal	Anilkumar	harshalluniya003@gmail.com	9730730749	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782197	Ishwari Mukund	Hirve	hirveishwari98@gmail.com	9657410434	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
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13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Instit
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06-Dec-2019

Dear Sneha Ramakrishnan,
B.Tech/B.E., Mechanical Engineering
Maharashtra Institute of Technology



Candidate ID – 13781587

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>

The Cognizant logo, featuring the word "Cognizant" in a bold, sans-serif font with a registered trademark symbol.

Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

Cognitant (First Name)	Last Name	Primary Email Id	Primary Mobile No.	Current Degree	Current Stream	Current College Name
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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----

From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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Cognizant : 2020 batch selected Candidates!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 22, 2022 at 3:23 PM

----- Forwarded message -----
From: <Raunak.Chaudhary2@cognizant.com>
Date: Wed, Sep 11, 2019 at 9:43 AM
Subject: Congratulations to all the selected Candidates!
To: <hemant.mali@mitcoe.edu.in>
Cc: <Chris.Samuel@cognizant.com>



Cognizant®



Dear Professor Hemant,

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard soon.

It is imperative for us to extend our gratitude for the warm reception we received from your college. We would also like to take this opportunity to convey our best regards to the faculty members and the campus management. We were impressed with the cordial support that was extended to us.

We will share a soft copy of the offer letters based on the final acceptance from the students shortly.

Once again, we would like to place on record our appreciation for this collaboration between Cognizant and your esteemed institution. Thanks to this long-standing equation, we have been able to identify the most driven individuals and build a strong and skilled employee base.

We look forward to our continued partnership and to further strengthen our position as the employer of choice.

Regards.

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13781709	Vivin Sunil	Oza	vivin.oza@gmail.com	9850586660	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Tech
13781717	RATHI ANKUSH	PRAKASH	ANKUSHRATHI1905@GMAIL.COM	9665782167	B.Tech/B.E.	Civil Engineering	Maharashtra Institute of Tech
13781733	Bagul Manali	Hareshwar	manalibagul123@gmail.com	9127638494	B.Tech/B.E.	Computer Science & Engineering	Maharashtra Institute of Tech
13781770	Pratiksha Dattatray	Gadge	pratiksha.gadgemit@gmail.com	9766945159	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Tech
13781792	TEAS DHANALI	JAGTAP	tejasjagtaps232@gmail.com	8805785414	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Tech
13781433	SHIRISH BAPUSAHEB	KHAIRNAR	shirishbkhairnar123@gmail.com	9168106846	B.Tech/B.E.	Information Technology	Maharashtra Institute of Tech
13781817	PAWAR HARSHADA	ANIL	harshadaa14@gmail.com	7057414111	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Tech
13781829	chinchhare radhika	sanjay	rs.chinch@gmail.com	7721940020	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Tech
13781444	bhandarwar saikrishna	ganes	sai.bhandarwar25@gmail.com	9834943819	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Tech
13781456	RODGE ADHYAYAN	PRAVIN	adhyayan.r_mil@gmail.com	8149031450	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Tech
13781850	Parag	Pande	paragpande1@gmail.com	9527555224	B.Tech/B.E.	Petroleum Engineering	Maharashtra Institute of Tech

13781938	Pratiksha Ankush	Bande	pabande@mitaoe.ac.in	9158801972	B.Tech/B.E.	Electronics & Telecommunications	Maharashtra Institute of Technology
13781973	RUSHIKESH HARIHAR	KASTURE	rkasture@mitaoe.ac.in	7559460294	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781541	Umang	Joshi	ujoshi@mitaoe.ac.in	7620874913	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781984	Ajinkya Mukund	Pannase	ampannase@mitaoe.ac.in	9545967537	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781991	Bhise Avadhut	Uttam	aubhise@mitaoe.ac.in	8888276247	B.Tech/B.E.	Mechanical Engineering	MIT Academy of Engineering
13781570	Patil Roshankumar	Suryakant	roshanpatil@mitaoe.ac.in	7020613258	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782040	Lambole Shubham	Deelip	sdlambole@mitaoe.ac.in	9096785447	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13782046	Tejashree Arun	Kadus	takadus@mitaoe.ac.in	8329809093	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781593	Jadhav Tushar	Pradeep	tpjadhav@mitaoe.ac.in	9923742808	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781618	SUMEET	BHATNAGAR	SUMEEETW/ORK0@GMAIL.COM	8793080774	B.Tech/B.E.	Computer Engineering	Maharashtra Institute of Technology
13781325	MULANI JASMIN	AKBAR	jasmin.mulani05@gmail.com	8805558393	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782144	Chavan Kranti	Sumant	krantichavan197@gmail.com	9130160001	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782152	Pratyush	Saxena	pratyushsaxena100@gmail.com	7987668724	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13781679	Sudarsan Bhalchandra	Bhikane	bhikanesudarsan@gmail.com	9420753417	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology
13782221	Shantanu Sandip	Bharati	shantanu056@gmail.com	9764112629	B.Tech/B.E.	Mechanical Engineering	Maharashtra Institute of Technology
13781537	Ishant Himmatrao	Naik	ihnaik@mitaoe.ac.in	9370183886	B.Tech/B.E.	Information Technology	Maharashtra Institute of Technology

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Thanks & Regards,

Manish Singh

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Sourav Sharad Jethwa	souravjethwa99@gmail.com	Information Technology
Shreyas Santosh Kharolkar	shreyas.kharolkar@gmail.com	Mechanical Engineering
Parth Sandeep Malpathak	parthmalpathak@gmail.com	Mechanical Engineering
Neha Rajendra Patil	nehapatil27699@gmail.com	Mechanical Engineering
Sanket Sanjay Pawar	ssp99mit@gmail.com	Petroleum Engineering
Ashish Safaya	safayaashish3@gmail.com	Civil Engineering
Shreyas Sanjay Vora	shreyasclx@gmail.com	Mechanical Engineering
Praharsha Prashant Mahurkar	praharshapm@gmail.com	Elec. and TeleComm. Engg
Prajakta Prashant Barve	prajaktabarve92@gmail.com	Mechanical Engineering
Himanshu Shankar Nawlani	himanshunawlani7@gmail.com	Petroleum Engineering
Amita Rajesh Shivarkar	amitashivarkar99@gmail.com	Mechanical Engineering
Ajinkya Dattatraya Dhumane	dhumaneajinkya1998@gmail.com	Elec. and TeleComm. Engg
Aashita Tandon	ashtandon19@gmail.com	Computer Science Engineering
Hrushikesh Shrawan Ahire	hrushikesh.ahire@gmail.com	Mechanical Engineering
Swansh Suneel Mohidekar	swanshmoh@gmail.com	Polymer Engineering
Pranit Jagannath Kadam	pranitjkadam4386@gmail.com	Mechanical Engineering
Lubhavanil Singh	lubhavanil@mitaoe.ac.in	Computer Science Engineering
Anchal Bharat Mahure	abmahure@mitaoe.ac.in	Chemical Engineering
Sanyukta Suhas Kasture	sanyukta.kasturemit@gmail.com	Petroleum Engineering
Sachin Shivaji Pawar	sachinsp_petro20@yahoo.com	Petroleum Engineering
Shreyas Sunil Varune	varuneshreyas1995@gmail.com	Computer Applications
Pramod Dattatray Torase	pramodtorase1997@gmail.com	Computer Science
Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi15@gmail.com	Mechanical Engineering

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CANDIDATE NAME	CANDIDATE EMAIL ID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg.
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pai	pmpai@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg.
Jayesh Arvind Gupta	jagupta@mitaoe.ac.in	Mechanical Engineering
Prajakta Subhash Yadav	psyadav@mitaoe.ac.in	Computer Science Engineering
Pooja Sharad Jagtap	psjagtap@mitaoe.ac.in	Computer Science Engineering
Nikunj Narayan Ghurka	nngghurka@mitaoe.ac.in	Computer Science Engineering
Omkar Vishwanath Tatale	omkartatale18@gmail.com	Mechanical Engineering
Rutvij Ashok Wakalkar	rawakalkar@mitaoe.ac.in	Mechanical Engineering
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Pragati Kumar Borate	pkborate@mitaoe.ac.in	Elec. and TeleComm. Engg.
Madhur Prashant Deokar	mdevkar01@gmail.com	Computer Science Engineering
Shrivallabh Makrand Joshi	shrivallabhmj@gmail.com	Elec. and TeleComm. Engg.
Anagha Arvind Potdar	anaghapotdar1998@gmail.com	Mechanical Engineering
Neeraj Kedar Garud	neeraj.garudmit@gmail.com	Mechanical Engineering
Ajay Chandrakishor Pande	acpande@mitaoe.ac.in	Mechanical Engineering
Yogeshwar Laxman Ippar	yogmay2552@gmail.com	Computer Science Engineering
Nikhil Tukadudas Chacharkar	ntchacharkar@mitaoe.ac.in	Computer Science Engineering
Akruti Sanjay Poshatwar	akrutip28@gmail.com	Information Technology
Shraddha Yogesh Shah	shraddhashah1999@gmail.com	Computer Science Engineering
Mohit Dilip Patil	mohit.patilmit@gmail.com	Elec. and TeleComm. Engg.
Rutuja Popat Kumbhar	rpikumbhar@mitaoe.ac.in	Computer Science Engineering
Shruti Chandrakant Tajne	shruti.tajne.mit@gmail.com	Elec. and TeleComm. Engg.
Pushkar Mukund Ganorkar	pushkarganorkar9@gmail.com	Computer Science Engineering
Neha Kishor Barhate	nkbarhate@mitaoe.ac.in	Mechanical Engineering
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Indrajeet Madhusudan Devale	indrajeet.devale@gmail.com	Computer Science Engineering
Sahil Sanjay Tah	sstah@mitaoe.ac.in	Computer Science Engineering
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Renuka Mahesh Papinwar	renukapapinwar@gmail.com	Computer Science Engineering
Nikhil Vipinrao Deshmukh	nikhildeshmukh0301@gmail.com	Information Technology
Rahul Milind Jagtap	rahuljagtap2297@gmail.com	Mechanical Engineering
Sudhanshu Sanjay Deshpande	sudhanshud26@gmail.com	Information Technology
Sneha Ramkrishnan	sramakrishnan@mitaoe.ac.in	Mechanical Engineering
Nidhi Arvind Kittur	nidhikittur@gmail.com	Mechanical Engineering
Sankalp Dnyandeo Veturlekar	sdveturlekar@mitaoe.ac.in	Mechanical Engineering

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Aysha Ahemad Ali Sayyed	ayshas0808@gmail.com	Elec. and TeleComm. Engg
Sarvesh Milind Khire	sarveshkhire@gmail.com	Computer Science Engineering
Prajakta Milind Ranade	prajakta1998@gmail.com	Mechanical Engineering
Tejaswi Deepak Pisal	tejaswidpisal1997@gmail.com	Computer Science Engineering
Hrishikesh Vitthal Khot	hrishikeshkhot33@gmail.com	Computer Science Engineering
Aadesh Rajesh Nirfarake	aadeshnirfarake@gmail.com	Computer Science Engineering
Sandesh Santosh Ghate	sandeshghate222@gmail.com	Elec. and TeleComm. Engg
Rohan Chandrakant Sarode	rohansarode85@gmail.com	Elec. and TeleComm. Engg
Shubham Dilip Patil	shubhampatil859@gmail.com	Elec. and TeleComm. Engg
Mugdha Anand Joglekar	mugdha.a.joglekar@gmail.com	Information Technology
Tanushree Sanjay Sonar	tanushreesanjaysonar@gmail.com	Mechanical Engineering
Ajinkya Mukund Pannase	ampannase@mitaoe.ac.in	Mechanical Engineering
Tanmay Dipak Kowligi	tanmay.kowligimit@gmail.com	Mechanical Engineering
Atharva Manoj Desale	atharva.desale@gmail.com	Mechanical Engineering
Arunkumar Ranvijay Chauhan	arunkumarc709@gmail.com	Computer Science Engineering
Pranaatee Ravindra Shirsekar	pshirsekar2498@gmail.com	Mechanical Engineering
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Srushti Harishchandra Bhatkar	shbhatkar@mitaoe.ac.in	Elec. and TeleComm. Engg
Manish Santosh Kolwankar	manishkolwankar08@gmail.com	Mechanical Engineering
Bhagyashree Sharad Narawade	bhagyashreenarawade007@gmail.com	Mechanical Engineering
Pragati Gajanan Jawalkar	pragati Jawalkar18@gmail.com	Information Technology
Shivani Rajendra Gadhave	shivanigadhave46@gmail.com	Information Technology
Saloni Manoj Wandile	saloniwandile@gmail.com	Information Technology
Nilkanth Vilas Jejurkar	nvjejurkar@mitaoe.ac.in	Mechanical Engineering
Juilee Ganesh Karlekar	juileekarlekar2015@gmail.com	Mathematics
Siddhi Balu Hagawane	siddhihagawane22@gmail.com	Computer Science Engineering
Madhusudan Shashikant Patil	madhusudan-patil@mitaoe.ac.in	Mechanical Engineering
Abhijit Vijay Patil	abhijvpatil@mitaoe.ac.in	Mechanical Engineering
Kshitija Sanjay Bavakar	ksbavakar@mitaoe.ac.in	Mechanical Engineering
Akash Rajkumar Prasad	arprasad@mitaoe.ac.in	Mechanical Engineering
Pratik Vilas Bhurbhure	pvbhurbhure@mitaoe.ac.in	Mechanical Engineering
Ritesh Shyam Shirude	riteshshirude90@gmail.com	Computer Science Engineering
Mayuresh Yashwant Mohite	mymohite@mitaoe.ac.in	Elec. and TeleComm. Engg
Prathamesh Vishwajit Wagh	pvwagh@mitaoe.ac.in	Information Technology
Varad Chandrakant Khot	varadkhot2@gmail.com	Elec. and TeleComm. Engg
Soumya Subhash Mishra	ssmishra@mitaoe.ac.in	Electronics Engineering
Renin Ravindran	reninravindran7@gmail.com	Elec. and TeleComm. Engg
Apurva Avinash Dhundur	aadhundur@mitaoe.ac.in	Computer Science Engineering
Kartik Prakash Shinde	kartik.shinde@yahoo.com	Civil Engineering
Vikramdas Prakash Vaishnav	vikramvaishnav.22@gmail.com	Computer Science Engineering
Archana Babasaheb Bangar	archanbangar98@gmail.com	Information Technology
Sameer Gulabrao Thakare	sameer.thakaremit@gmail.com	Information Technology
Shraddha Nitin Jajoo	jajooshraddha04@gmail.com	Computer Science Engineering
Aishwarya Sambhaji Sawant	sawantaishwarya84@gmail.com	Elec. and TeleComm. Engg
Gargeya Sandeep Bapat	garsbap11@gmail.com	Mechanical Engineering
Tanuja Sudhir Gangarde	tanu17.sgangarde@gmail.com	Computer Science Engineering

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CANDIDATE NAME	CANDIDATE EMAIL ID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pai	pmpai@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg
Jayesh Arvind Gupta	jagupta@mitaoe.ac.in	Mechanical Engineering
Prajakta Subhash Yadav	psyadav@mitaoe.ac.in	Computer Science Engineering
Pooja Sharad Jagtap	psjagtap@mitaoe.ac.in	Computer Science Engineering
Nikunj Narayan Ghurka	nnghurka@mitaoe.ac.in	Computer Science Engineering
Omkar Vishwanath Tatale	omkartatale18@gmail.com	Mechanical Engineering
Rutvij Ashok Wakalkar	rawakalkar@mitaoe.ac.in	Mechanical Engineering
Amol Ashok Havle	amolhavale14@gmail.com	Elec. and TeleComm. Engg
Pragati Kumar Borate	pkborate@mitaoe.ac.in	Elec. and TeleComm. Engg
Madhur Prashant Deokar	mdevkar01@gmail.com	Computer Science Engineering
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Ajay Chandrakishor Pande	acpande@mitaoe.ac.in	Mechanical Engineering
Yogeshwar Laxman Ippar	yogmay2552@gmail.com	Computer Science Engineering
Nikhil Tukadudas Chacharkar	ntchacharkar@mitaoe.ac.in	Computer Science Engineering
Akruti Sanjay Poshatwar	akrutip28@gmail.com	Information Technology
Shraddha Yogesh Shah	shraddhashah1999@gmail.com	Computer Science Engineering
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Rutuja Popat Kumbhar	rpikumbhar@mitaoe.ac.in	Computer Science Engineering
Shruti Chandrakant Tajne	shruti.tajne.mit@gmail.com	Elec. and TeleComm. Engg
Pushkar Mukund Ganorkar	pushkarganorkar9@gmail.com	Computer Science Engineering
Neha Kishor Barhate	nkbarhate@mitaoe.ac.in	Mechanical Engineering
Yashraj Ravindra Patil	yashraj0109@gmail.com	Elec. and TeleComm. Engg
Devang Rajeev Kale	devangkale3@gmail.com	Information Technology
Mausami	mausami@mitaoe.ac.in	Elec. and TeleComm. Engg
Sagar Jagdish Bhatiya	sagarbhatiya.sb08@gmail.com	Elec. and TeleComm. Engg
Sahil Rajendra Waykole	sahilwaykole4398@gmail.com	Information Technology
Indrajeet Madhusudan Devale	indrajeet.devale@gmail.com	Computer Science Engineering
Sahil Sanjay Tah	sstah@mitaoe.ac.in	Computer Science Engineering
Sarvesh Suhas Kale	sarveshkale10@gmail.com	Mechanical Engineering
Renuka Mahesh Papinwar	renukapapinwar@gmail.com	Computer Science Engineering
Nikhil Vipinrao Deshmukh	nikhildeshmukh0301@gmail.com	Information Technology
Rahul Milind Jagtap	rahuljagtap2297@gmail.com	Mechanical Engineering
Sudhanshu Sanjay Deshpande	sudhanshud26@gmail.com	Information Technology
Sneha Ramkrishnan	sramakrishnan@mitaoe.ac.in	Mechanical Engineering
Nidhi Arvind Kittur	nidhikittur@gmail.com	Mechanical Engineering
Sankalp Dnyandeo Veturlekar	sdveturlekar@mitaoe.ac.in	Mechanical Engineering

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Sandhya Dnyaneshwar Awari	sdawari@mitaoe.ac.in	Elec. and TeleComm. Engg
Piyusha Sanjay Umbrajkar	piyushaumbrajkar@gmail.com	Elec. and TeleComm. Engg
Akash Ramesh Nadgire	nadgireakash94@gmail.com	Mechanical Engineering
Swaraj Suhas Mehta	swaraj2051998@gmail.com	Information Technology
Rushikesh Mahadeo Nikam	rushinikam751998@gmail.com	Computer Science Engineering
Mahek Mateen Ansari	amahek21@gmail.com	Elec. and TeleComm. Engg
Dnyaneshwari Prataprao Kakad	dnyanukakad998@gmail.com	Information Technology
Snehal Mahasidha Mhamane	smmhamane@mitaoe.ac.in	Computer Engineering
Nishant Dhananjay Patil	nishantpatil192@gmail.com	Mechanical Engineering
Rohini Vikas Tagwale	rohivtagwale1998@gmail.com	Elec. and TeleComm. Engg
Anjali Subhash Dhumshetti	anjaliidhumshetti9806@gmail.com	Elec. and TeleComm. Engg
Kiran Vikas Patil	kiranpatil23777@gmail.com	Computer Science Engineering
Payal Nansaheb Chaudhari	payalchaudhari1503@gmail.com	Computer Science Engineering
Suraj Sanjeev Kurlekar	kurlekar.suraj@gmail.com	Information Technology
Nilesh Sukiram Kasture	nskasture4@gmail.com	Mechanical Engineering
Saurabha Sudhir Panditrao	saurabha.panditraomit@gmail.com	Elec. and TeleComm. Engg
Tejas Dhanaji Jagtap	tejasjagtap5232@gmail.com	Elec. and TeleComm. Engg
Aditva Vilas Londhe	alondhe67@gmail.com	Computer Science Engineering
Rupesh Balu Handore	rupesh185handore@gmail.com	Mechanical Engineering
Dushyant Umesh Kulkarni	dushyantkulkarnidk21@gmail.com	Mechanical Engineering
Mahesh Ashok Gore	maheshgore111@gmail.com	Mechanical Engineering
Neha Shailesh Shah	nehashah@mitaoe.ac.in	Mechanical Engineering
Pranav Prakash Karande	ppkarande@mitaoe.ac.in	Mechanical Engineering
Tejas Prashant Harihar	tjhr123@gmail.com	Mechanical Engineering
Kshitij Ravindra Varge	kshitijvarge123@gmail.com	Mechanical Engineering
Akash Rajendra Jagtap	arjagtap@mitaoe.ac.in	Mechanical Engineering
Rushikesh Pramod Chaudhari	rpchaudhari@mitaoe.ac.in	Mechanical Engineering
Sijo Alex	sijoalex157@gmail.com	Mechanical Engineering
Sumit Vasantrao Parkor	svparkor@mitaoe.ac.in	Mechanical Engineering
Shubham Ganesh Kolhe	shubhamkolhe198@gmail.com	Mechanical Engineering
Aentriksh Sanjay Khanzode	askhanzode@mitaoe.ac.in	Mechanical Engineering
Divya Fattasing Wagh	divyawagh555@gmail.com	Mechanical Engineering
Pranav Niteenchandra Limaye	pranavlimaye07@gmail.com	Computer Science Engineering
Chaitanya Suresh Girolkar	chaitanya98619@gmail.com	Mechanical Engineering
Vivin Sunil Oza	vivin.oza@gmail.com	Mechanical Engineering
Saakshi Sheshrao Jadhav	saakshijadhav1118@gmail.com	Mechanical Engineering
Ajinkya Subodh Redde	asrede@mitaoe.ac.in	Information Technology
Pratik Amol Thatte	pratikthatte@outlook.com	Elec. and TeleComm. Engg
Ameya Pandurang Jagdale	amayjagdale456@gmail.com	Computer Science Engineering
Sushil Ravindra Chaudhari	sushil4dhari@gmail.com	Information Technology
Krishna Naresh Sarda	krishna.sarda02@gmail.com	Civil Engineering
Yash Vijay Mittal	mittalyashv1@gmail.com	Mechanical Engineering
Aditya Dilip Kolekar	adityakolekar143@gmail.com	Elec. and TeleComm. Engg
Siddhant Milindkumar Shamkure	siddhantshamkure@gmail.com	Mechanical Engineering
Samen Sanjay Pendhari	samenpendhari123@gmail.com	Mechanical Engineering
Anup Vasant Kolte	avkolte@mitaoe.ac.in	Computer Science Engineering
Sourabh Bharat Hulawale	sourabh.hulawalemit@gmail.com	Petroleum Engineering

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Thanks & Regards,


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Sandhya Dnyaneshwar Awari	sdawari@mitaoe.ac.in	Elec. and TeleComm. Engg
Piyusha Sanjay Umbrajkar	piyushaumbrajkar@gmail.com	Elec. and TeleComm. Engg
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Swaraj Suhas Mehta	swaraj2051998@gmail.com	Information Technology
Rushikesh Mahadeo Nikam	rushinikam751998@gmail.com	Computer Science Engineering
Mahek Mateen Ansari	amahek21@gmail.com	Elec. and TeleComm. Engg
Dnyaneshwari Prataprao Kakad	dnyanukakad998@gmail.com	Information Technology
Snehal Mahasidha Mhamane	smmhamane@mitaoe.ac.in	Computer Engineering
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Suraj Sanjeev Kurlekar	kurlekar.suraj@gmail.com	Information Technology
Nilesh Sukiram Kasture	nskasture4@gmail.com	Mechanical Engineering
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Krishna Naresh Sarda	krishna.sarda02@gmail.com	Civil Engineering
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Sarvesh Milind Khire	sarveshkhire@gmail.com	Computer Science Engineering
Prajakta Milind Ranade	prajaktar1998@gmail.com	Mechanical Engineering
Tejaswi Deepak Pisal	tejaswidpisal1997@gmail.com	Computer Science Engineering
Hrshikesh Vitthal Khot	hrshikeshkhot33@gmail.com	Computer Science Engineering
Aadesh Rajesh Nirfarake	aadeshnirfarake@gmail.com	Computer Science Engineering
Sandesh Santosh Ghate	sandeshghate222@gmail.com	Elec. and TeleComm. Engg
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Tanmay Dipak Kowligi	tanmay.kowligimit@gmail.com	Mechanical Engineering
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Saloni Manoj Wandile	saloniwandile@gmail.com	Information Technology
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Siddhi Balu Hagawane	siddhihagawane22@gmail.com	Computer Science Engineering
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Abhijit Vijay Patil	abhijvpatil@mitaoe.ac.in	Mechanical Engineering
Kshitija Sanjay Bavakar	ksbavakar@mitaoe.ac.in	Mechanical Engineering
Akash Rajkumar Prasad	arprasad@mitaoe.ac.in	Mechanical Engineering
Pratik Vilas Bhurbhure	pvbhurbhure@mitaoe.ac.in	Mechanical Engineering
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Renin Ravindran	reninravindran7@gmail.com	Elec. and TeleComm. Engg
Apurva Avinash Dhundur	aadhundur@mitaoe.ac.in	Computer Science Engineering
Kartik Prakash Shinde	kartik.shinde@yahoo.com	Civil Engineering
Vikramdas Prakash Vaishnav	vikramvaishnav.22@gmail.com	Computer Science Engineering
Archana Babasaheb Bangar	archanbangar98@gmail.com	Information Technology
Sameer Gulabrao Thakare	sameer.thakaremit@gmail.com	Information Technology
Shraddha Nitin Jajoo	jajooshreddha04@gmail.com	Computer Science Engineering
Aishwarya Sambhaji Sawant	sawantaishwarya84@gmail.com	Elec. and TeleComm. Engg
Gargeya Sandeep Bapat	garsbap11@gmail.com	Mechanical Engineering
Tanuja Sudhir Gangarde	tanu17.sgangarde@gmail.com	Computer Science Engineering

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CANDIDATE NAME	CANDIDATE EMAIL ID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pal	pmpai@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg
Jayesh Arvind Gupta	jagupta@mitaoe.ac.in	Mechanical Engineering
Prajakta Subhash Yadav	psyadav@mitaoe.ac.in	Computer Science Engineering
Pooja Sharad Jagtap	psjagtap@mitaoe.ac.in	Computer Science Engineering
Nikunj Narayan Ghurka	nnghurka@mitaoe.ac.in	Computer Science Engineering
Omkar Vishwanath Tatale	omkartatale18@gmail.com	Mechanical Engineering
Rutvij Ashok Wakalkar	rawakalkar@mitaoe.ac.in	Mechanical Engineering
Amol Ashok Havle	amolhavale14@gmail.com	Elec. and TeleComm. Engg
Pragati Kumar Borate	pkborate@mitaoe.ac.in	Elec. and TeleComm. Engg
Madhur Prashant Deokar	mdevkar01@gmail.com	Computer Science Engineering
Shrivallabh Makrand Joshi	shrivallabhmj@gmail.com	Elec. and TeleComm. Engg
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Nikhil Tukadudas Chacharkar	ntchacharkar@mitaoe.ac.in	Computer Science Engineering
Akruti Sanjay Poshatwar	akrutip28@gmail.com	Information Technology
Shraddha Yogesh Shah	shraddhashah1999@gmail.com	Computer Science Engineering
Mohit Dilip Patil	mohit.patilmit@gmail.com	Elec. and TeleComm. Engg
Rutuja Popat Kumbhar	rpkumbhar@mitaoe.ac.in	Computer Science Engineering
Shruti Chandrakant Tajne	shruti.tajne.mit@gmail.com	Elec. and TeleComm. Engg
Pushkar Mukund Ganorkar	pushkarganorkar9@gmail.com	Computer Science Engineering
Neha Kishor Barhate	nkbarhate@mitaoe.ac.in	Mechanical Engineering
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Mausami	mausami@mitaoe.ac.in	Elec. and TeleComm. Engg
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Indrajeet Madhusudan Devale	indrajeet.devale@gmail.com	Computer Science Engineering
Sahil Sanjay Tah	sstah@mitaoe.ac.in	Computer Science Engineering
Sarvesh Suhas Kale	sarveshkale10@gmail.com	Mechanical Engineering
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Rahul Milind Jagtap	rahuljagtap2297@gmail.com	Mechanical Engineering
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Nidhi Arvind Kittur	nidhikittur@gmail.com	Mechanical Engineering
Sankalp Dnyandeo Veturlekar	sdveturlekar@mitaoe.ac.in	Mechanical Engineering

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Sarvesh Milind Khire	sarveshkhire@gmail.com	Computer Science Engineering
Prajakta Milind Ranade	prajaktar1998@gmail.com	Mechanical Engineering
Tejaswi Deepak Pisal	tejaswidpisal1997@gmail.com	Computer Science Engineering
Hrishikesh Vitthal Khot	hrishikeshkhot33@gmail.com	Computer Science Engineering
Aadesh Rajesh Nirfarake	aadeshnirfarake@gmail.com	Computer Science Engineering
Sandesh Santosh Ghate	sandeshghate222@gmail.com	Elec. and TeleComm. Engg
Rohan Chandrakant Sarode	rohansarode85@gmail.com	Elec. and TeleComm. Engg
Shubham Dilip Patil	shubhampatil859@gmail.com	Elec. and TeleComm. Engg
Mugdha Anand Joglekar	mugdha.a.joglekar@gmail.com	Information Technology
Tanushree Sanjay Sonar	tanushreesanjaysonar@gmail.com	Mechanical Engineering
Ajinkya Mukund Pannase	ampannase@mitaoe.ac.in	Mechanical Engineering
Tanmay Dipak Kowligi	tanmay.kowligimit@gmail.com	Mechanical Engineering
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Pranaatee Ravindra Shirsekar	pshirsekar2498@gmail.com	Mechanical Engineering
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Manish Santosh Kolwankar	manishkolwankar08@gmail.com	Mechanical Engineering
Bhagyashree Sharad Narawade	bhagyashreenarawade007@gmail.com	Mechanical Engineering
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Ritesh Shyam Shirude	riteshshirude90@gmail.com	Computer Science Engineering
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Prathamesh Vishwajit Wagh	pvwagh@mitaoe.ac.in	Information Technology
Varad Chandrakant Khot	varadkhot2@gmail.com	Elec. and TeleComm. Engg
Soumya Subhash Mishra	ssmishra@mitaoe.ac.in	Electronics Engineering
Renin Ravindran	reninravindran7@gmail.com	Elec. and TeleComm. Engg
Apurva Avinash Dhundur	aadhundur@mitaoe.ac.in	Computer Science Engineering
Kartik Prakash Shinde	kartik.shinde@yahoo.com	Civil Engineering
Vikramdas Prakash Vaishnav	vikramvaishnav.22@gmail.com	Computer Science Engineering
Archana Babasaheb Bangar	archanbangar98@gmail.com	Information Technology
Sameer Gulabrao Thakare	sameer.thakaremit@gmail.com	Information Technology
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Aishwarya Sambhaji Sawant	sawantaishwarya84@gmail.com	Elec. and TeleComm. Engg
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Prajakta Milind Ranade	prajaktar1998@gmail.com	Mechanical Engineering
Tejaswi Deepak Pisal	tejaswidpisal1997@gmail.com	Computer Science Engineering
Hrishikesh Vitthal Khot	hrishikeshkhot33@gmail.com	Computer Science Engineering
Aadesh Rajesh Nirfarake	aadeshnirfarake@gmail.com	Computer Science Engineering
Sandesh Santosh Ghate	sandeshghate222@gmail.com	Elec. and TeleComm. Engg
Rohan Chandrakant Sarode	rohansarode85@gmail.com	Elec. and TeleComm. Engg
Shubham Dilip Patil	shubhampatil859@gmail.com	Elec. and TeleComm. Engg
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Tanushree Sanjay Sonar	tanushreesanjaysonar@gmail.com	Mechanical Engineering
Ajinkya Mukund Pannase	ampannase@mitaoe.ac.in	Mechanical Engineering
Tanmay Dipak Kowligi	tanmay.kowligimit@gmail.com	Mechanical Engineering
Atharva Manoj Desale	atharva.desale@gmail.com	Mechanical Engineering
Arunkumar Ranvijay Chauhan	arunkumarc709@gmail.com	Computer Science Engineering
Pranaatee Ravindra Shirsekar	pshirsekar2498@gmail.com	Mechanical Engineering
Dinesh Kisan Banjara	dinesh.banjara11@gmail.com	Elec. and TeleComm. Engg
Rajat Ravindra Marathe	rajatrmarathe@gmail.com	Information Technology
Srushti Harishchandra Bhatkar	shbhatkar@mitaoe.ac.in	Elec. and TeleComm. Engg
Manish Santosh Kolwankar	manishkolwankar08@gmail.com	Mechanical Engineering
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Nilkanth Vilas Jejurkar	nvjejurkar@mitaoe.ac.in	Mechanical Engineering
Juilee Ganesh Karlekar	juileekarlekar2015@gmail.com	Mathematics
Siddhi Balu Hagawane	siddhihagawane22@gmail.com	Computer Science Engineering
Madhusudan Shashikant Patil	madhusudan-patil@mitaoe.ac.in	Mechanical Engineering
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Kshitija Sanjay Bavakar	ksbavakar@mitaoe.ac.in	Mechanical Engineering
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Pratik Vilas Bhurbhure	pvbhurbhure@mitaoe.ac.in	Mechanical Engineering
Ritesh Shyam Shirude	riteshshirude90@gmail.com	Computer Science Engineering
Mayuresh Yashwant Mohite	mymohite@mitaoe.ac.in	Elec. and TeleComm. Engg
Prathamesh Vishwajit Wagh	pvwagh@mitaoe.ac.in	Information Technology
Varad Chandrakant Khot	varadkhot2@gmail.com	Elec. and TeleComm. Engg
Soumya Subhash Mishra	ssmishra@mitaoe.ac.in	Electronics Engineering
Renin Ravindran	reninravindran7@gmail.com	Elec. and TeleComm. Engg
Apurva Avinash Dhundur	aadhundur@mitaoe.ac.in	Computer Science Engineering
Kartik Prakash Shinde	kartik.shinde@yahoo.com	Civil Engineering
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Gargeya Sandeep Bapat	garsbap11@gmail.com	Mechanical Engineering
Tanuja Sudhir Gangarde	tanu17.sgangarde@gmail.com	Computer Science Engineering

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From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Oct 17, 2019 at 4:45 PM
Subject: Fwd: Offers_System engineer_MIT College
To: R Mathew <dir.tnp@mitaoe.ac.in>

Please find herewith the mail received from Infosys regarding the 2020 passing out batch campus selections.
Password for the attached file: infosys\$123

----- Forwarded message -----
From: Manish Singh <manish.singh41@infosys.com>
Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

Dear Sir,

Greetings from the Infosys Campus Recruitment Team!

Kindly find attached the list of Students attached who have been extended an offer for the Systems Engineers role at Infosys!

Heartiest congratulations to you & all the students.

Thanks you so much for hosting us on your Campus and all the support extended.

Looking forward to Onboard Students at Infosys.

Thanks & Regards,

Manish Singh

Associate lead Talent & acquisition

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2 attachments

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CANDIDATE NAME	CANDIDATE EMAIL ID	SPECIALIZATION
Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
Hrishikesh Arun Khairnar	khairnarhrushikesh@gmail.com	CAD/CAM
Nikhil Vasant Khandelwal	nvkhandelwal@mitaoe.ac.in	Elec. and TeleComm. Engg
Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pal	pmpal@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
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Prathamesh Vishwajit Wagh	pvwagh@mitaoe.ac.in	Information Technology
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Renin Ravindran	reninravindran7@gmail.com	Elec. and TeleComm. Engg
Apurva Avinash Dhundur	aadhundur@mitaoe.ac.in	Computer Science Engineering
Kartik Prakash Shinde	kartik.shinde@yahoo.com	Civil Engineering
Vikramdas Prakash Vaishnav	vikramvaishnav.22@gmail.com	Computer Science Engineering
Archana Babasaheb Bangar	archanbangar98@gmail.com	Information Technology
Sameer Gulabrao Thakare	sameer.thakaremit@gmail.com	Information Technology
Shraddha Nitin Jajoo	jaajooshraddha04@gmail.com	Computer Science Engineering
Aishwarya Sambhaji Sawant	sawantaishwarya84@gmail.com	Elec. and TeleComm. Engg
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Tanuja Sudhir Gangarde	tanu17.sgangarde@gmail.com	Computer Science Engineering

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Date: Fri, Sep 6, 2019 at 4:01 PM
Subject: Offers_System engineer_MIT College
To: Hemant Mali <hemant.mali@mitwpu.edu.in>, Director.aic@mitpune.edu.in <Director.aic@mitpune.edu.in>

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Thanks & Regards,

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Associate lead Talent & acquisition

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2 attachments

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 Final Offers College.xlsx
26K

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Harshita Jain	hmjain@mitaoe.ac.in	Computer Science Engineering
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Sakshat Gajanan Mahalle	sakshat.mahalle77@gmail.com	Computer Science Engineering
Kirti Pundlik Phirke	kpphirke@mitaoe.ac.in	Computer Science Engineering
Manasi Avinash Lokurkar	malokurkar@mitaoe.ac.in	Mechanical Engineering
Prasannamurthy Madhav Pai	pmpai@mitaoe.ac.in	Mechanical Engineering
Prajwal Sunil Durugkar	psdurugkar@mitaoe.ac.in	Electronics Engineering
Bhushan Bhagchand Batule	bbbatule@mitaoe.ac.in	Elec. and TeleComm. Engg
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Tejas Prashant Harihar	tjhr123@gmail.com	Mechanical Engineering
Kshitij Ravindra Varge	kshitijvarge123@gmail.com	Mechanical Engineering
Akash Rajendra Jagtap	arjagtap@mitaoe.ac.in	Mechanical Engineering
Rushikesh Pramod Chaudhari	rpchaudhari@mitaoe.ac.in	Mechanical Engineering
Sijo Alex	sijoalex157@gmail.com	Mechanical Engineering
Sumit Vasantrao Parkor	svparkor@mitaoe.ac.in	Mechanical Engineering
Shubham Ganesh Kolhe	shubhamkolhe198@gmail.com	Mechanical Engineering
Aentriksh Sanjay Khanzode	askhanzode@mitaoe.ac.in	Mechanical Engineering
Divya Fattensing Wagh	divyawagh555@gmail.com	Mechanical Engineering
Pranav Niteenchandra Limaye	pranavlimaye07@gmail.com	Computer Science Engineering
Chaitanya Suresh Girolkar	chaitanya98619@gmail.com	Mechanical Engineering
Vivin Sunil Oza	vivin.oza@gmail.com	Mechanical Engineering
Saakshi Sheshrao Jadhav	saakshijadhav1118@gmail.com	Mechanical Engineering
Ajinkya Subodh Rede	asrede@mitaoe.ac.in	Information Technology
Pratik Amol Thatte	pratikthatte@outlook.com	Elec. and TeleComm. Engg
Ameya Pandurang Jagdale	amayjagdale456@gmail.com	Computer Science Engineering
Sushil Ravindra Chaudhari	sushil4dhari@gmail.com	Information Technology
Krishna Naresh Sarda	krishna.sarda02@gmail.com	Civil Engineering
Yash Vijay Mittal	mittalyashv1@gmail.com	Mechanical Engineering
Aditya Dilip Kolekar	adityakolekar143@gmail.com	Elec. and TeleComm. Engg
Siddhant Milindkumar Shamkure	siddhantshamkure@gmail.com	Mechanical Engineering
Samen Sanjay Pendhari	samenpendhari123@gmail.com	Mechanical Engineering
Anup Vasant Kolte	avkolte@mitaoe.ac.in	Computer Science Engineering
Sourabh Bharat Hulawale	sourabh.hulawalemit@gmail.com	Petroleum Engineering

Sourav Sharad Jethwa	souravjethwa99@gmail.com	Information Technology
Shreyas Santosh Kharolkar	shreyas.kharolkar@gmail.com	Mechanical Engineering
Parth Sandeep Malpathak	parthmalpathak@gmail.com	Mechanical Engineering
Neha Rajendra Patil	nehapatil27699@gmail.com	Mechanical Engineering
Sanket Sanjay Pawar	ssp99mit@gmail.com	Petroleum Engineering
Ashish Safaya	safayaashish3@gmail.com	Civil Engineering
Shreyas Sanjay Vora	shreyascalix@gmail.com	Mechanical Engineering
Praharsha Prashant Mahurkar	praharshapm@gmail.com	Elec. and TeleComm. Engg
Prajakta Prashant Barve	prajaktabarve92@gmail.com	Mechanical Engineering
Himanshu Shankar Nawlani	himanshunawlani7@gmail.com	Petroleum Engineering
Amita Rajesh Shivarkar	amitashivarkar99@gmail.com	Mechanical Engineering
Ajinkya Dattatraya Dhumane	dhumaneajinkya1998@gmail.com	Elec. and TeleComm. Engg
Aashita Tandon	ashtandon19@gmail.com	Computer Science Engineering
Hrushikesh Shrawan Ahire	hrushikesh.ahire@gmail.com	Mechanical Engineering
Swansh Suneel Mohidekar	swanshmoh@gmail.com	Polymer Engineering
Pranit Jagannath Kadam	pranitjkadam4386@gmail.com	Mechanical Engineering
Lubhavani Singh	lubhavani@mitaoe.ac.in	Computer Science Engineering
Anchal Bharat Mahure	abmahure@mitaoe.ac.in	Chemical Engineering
Sanyukta Suhas Kasture	sanyukta.kasturemit@gmail.com	Petroleum Engineering
Sachin Shivaji Pawar	sachinsp_petro20@yahoo.com	Petroleum Engineering
Shreyas Sunil Varune	varuneshreyas1995@gmail.com	Computer Applications
Pramod Dattatray Torase	pramodtorase1997@gmail.com	Computer Science
Siddhika Sanjay Sangare	siddhika1997@gmail.com	Mathematics
Sanskar Joshi	sanskarjoshi15@gmail.com	Mechanical Engineering

Fwd: HCL Technologies Ltd | Campus drive final selected candidates status | MIT Pune (On Campus Drive - 17th September 2019)

Vikas Singh <vssingh@mitaoe.ac.in>
To: gbphad@admin.maepune.ac.in

Tue, Mar 29, 2022 at 1:28 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Tue, Mar 29, 2022 at 12:39 PM
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To: Director IAC MIT Pune <director,iac@mitpune.edu.in>, anil.pacha@mitaoe.ac.in <anil.pacha@mitaoe.ac.in>
Cc: Godwin Samuel J <j.godwin@hcl.com>, Karthiban M <Mkarthiban@hcl.com>, Vinodhini S <vinodhini.s@hcl.com>, Kanchan Khedkar <kkanchan@hcl.com>

Dear Dr. Hemant Mali and Prof. Anil Kumar Pacha,

Thank you for hosting us on a Campus Recruitment drive at MIT Pune and providing us an excellent hospitality & care.

We would like to congratulate all the selected candidates once again and wish them all the best to cherish their career goals at HCL.

Please confirm the offer accepted candidates information to us over the email for an acknowledgment.

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14	Ganesh Bhagwat Patil	Male	Savitribai Phule pune University	17th September 2019	
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Cheers,

Charles

HCL

"Let your light shine".

::DISCLAIMER::

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e-mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

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HCL

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Cheers,

Charles

HCL

"Let your light shine".

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Enpro Industries: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:29 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Thu, Sep 19, 2019 at 10:59 AM
Subject: Enpro Industries: Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Enpro Industries Pvt. Ltd. has selected the following three students of MITAOE, from the recruitment process conducted at MIT campus on 18th September 2019:

1. Asif Rajuri - BE Chemical
2. Purushottam Nirgude - BE Mechanical
3. Nihar Ranjan Das - BE Mechanical

Remuneration offered by the company is Rs. 4.00 Lacs per annum
Forwarding herewith the formal confirmation mail received from the company.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Anil R. Pendse <anil.pendse@enproindia.com>
Date: Wed, Sep 18, 2019 at 7:28 PM
Subject: MIT Pune - Campus Placement 2019 (Joining July 2020)
To: hemant.mali@mitwpu.edu.in <hemant.mali@mitwpu.edu.in>

Dear Sir,

Thank you for hosting us at MIT campus today for the placement drive for July 2020 joining. We really appreciate your & your teams support which helped us to conduct this drive smoothly & timely. We would like to inform that we have selected the following students (Total 8 Nos). This is for your information & necessary further action:

1. Pratik Rajkumar Talekar (B.E Mechanical, MITCOE)
2. Nihar Ranjan Das (B.E Mechanical, MITAOE)
3. Aishwarya Laxman Pawar (B.E Mechanical, MIT)
4. Manish Santosh Kolwankar (B.E Mechanical, MIT)
5. Sanket Gajanan Parandkar (B.E Mechanical, MIT)
6. Vivek Shivananda Narole (B.E Mechanical, MIT)
7. Asif Kadarso Rajuri (B.E Chemical, MITAOE)

8. Purushottam Shivaji Nirgude (B.E Mechanical, MITAOE)

Further if you have any query, feel free to contact us.

Best Regards | Saludos | Cordiali Saluti | mit freundlichen Grüßen

Anil R. Pendse

Deputy Manager – Process Engineering (Systems Division) | ENPRO Industries Pvt. Ltd.
Ph: +91-40739333, anil.pendse@enproindia.com





Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Enpro Industries: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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6. Vivek Shivananda Narole (B.E Mechanical, MIT)
7. Asif Kadarso Rajuri (B.E Chemical, MITAOE)

06-Dec-2019

Dear Tuse Piyush Sanjay,
B.Tech/B.E., Mechanical Engineering
Maharashtra Institute of Technology



Candidate ID – 13782017

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Tuse Piyush Sanjay

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		355,500
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		378,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

Mechanical Branch
2019-2020 Batch

356



HIGHWAY TO EXCELLENCE

accenturetechnology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Piyush Sanjay Tuse

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Piyush Sanjay Tuse,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

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Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

Kunal Deshmukh <kpd51298@gmail.com>

Thu, Sep 19, 2019 at 7:05 PM

To: vssingh@admin.maepune.ac.in

----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Mon, 16 Sep, 2019, 6:35 PM

Subject: Congratulations! You have been selected to be part of Accenture!

To: <kpd51298@gmail.com>



accenture

TALENT DRIVE 2020

**START YOUR CAREER AT ONE OF THE WORLD'S
MOST INNOVATIVE TECH COMPANIES**

NEW APPLIED NOW

See you soon at Accenture!

Dear Kunal Prashant Deshmukh,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

Mechanical Branch
2020 Batch

MIT Academy Of Engineering Mail - Fwd: Congratulations! You hav... <https://mail.google.com/mail/u/0?ik=3109067d5e&view=pt&search=...>

385

- a. Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- b. You will be redirected to the Dashboard Page.
- c. Click on the My Task tab on the top.
- d. Select the Task assigned.
- e. Download and read the Letter of Intent for no confusion.
- f. Select the check box and click on submit button for accepting the offer.

Should you have any questions, please feel free to reach out to us on the helpdesk link present on the site.

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering



HIGHWAY TO EXCELLENCE

accenture

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Rupesh Nandu Waje

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rupesh Nandu Waje,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
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 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
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HIGHWAY TO EXCELLENCE

accenture⁷technology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Ankita Ramesh Dixit

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ankita Ramesh Dixit,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
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HIGHWAY TO EXCELLENCE

accenturetechnology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Purushottam Shivaji Nirgude

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Purushottam Shivaji Nirgude,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture technology

To,

Name : Manasi Avinash Lokurkar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Manasi Avinash Lokurkar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

accenture^{tv}technology

To,

Name : Pankaj Avinash Jagdale

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pankaj Avinash Jagdale,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:24-Feb-2020

**Rahul Bharat Kamble
C8565994**

**Wangi no.2 Ta -Karamala, Dist- Solapur
7776084849**

Dear **Rahul Bharat Kamble,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 5.0 Dec 2019

1

Candidate's Signature

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
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Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Mechanical Branch
2019-2020 Batch



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START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Manjiri Ambarsing Magar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Manjiri Ambarsing Magar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

Adesh Jadhav <amjadhav1@mitaoe.ac.in>
To: vssingh@admin.maepune.ac.in

Thu, Sep 19, 2019 at 12:17 PM

----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Mon 16 Sep, 2019, 6:36 PM

Subject: Congratulations! You have been selected to be part of Accenture!

To: <amjadhav1@mitaoe.ac.in>



accenture²technology

TALENT DRIVE 2020

START YOUR CAREER AT ONE OF THE WORLD'S
MOST INNOVATIVE TECH COMPANIES

NEW APPLIED NOW

See you soon at Accenture!

Dear Adesh Mahesh Jadhav,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- a. Login to the portal with the Link and Credential provided in the User Credential mail

received with this mail.

- b. You will be redirected to the Dashboard Page.
- c. Click on the My Task tab on the top.
- d. Select the Task assigned.
- e. Download and read the Letter of Intent for no confusion.
- f. Select the check box and click on submit button for accepting the offer.

Should you have any questions, please feel free to reach out to us on the helpdesk link present on the site.

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized



HIGHWAY TO EXCELLENCE

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To,

Name : Ashish Anil Sakore

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ashish Anil Sakore,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- Document verification and checks - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- Information on Accenture's Pre-joiner-Learning Module -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

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To,

Name : Kamalesh Hindurao Chavan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kamalesh Hindurao Chavan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
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 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:22-Jan-2020

Ashish Mahavir Dhongde
C8496742

V/E-39 kalpatru Vishnunagar Behind Akashwani Aurangabad
9226616667

Dear **Ashish Mahavir Dhongde**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Mechanical Branch
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To,

Name : SHUBHAM SANJAY PATURKAR

Re: Important information post your clearance of the interview process during the Campus Visit

Dear SHUBHAM SANJAY PATURKAR,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
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marks to clear the assessment for the program.

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The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Prodair Air Products India Pvt. Ltd.

602, Pentagon 5, Magarpatta City,
Hadapsar,
Pune - 411013
Maharashtra
INDIA
T +91-20-49115252
E-mail : apimail@airproducts.in
Website : www.airproducts.in

Date: 24th April 2020

Dear Sharwari Sandeep Nalawade ,

Greetings from Prodair Air Products India Pvt. Ltd.

This is with reference to your application for the position of **Graduate Engineer Trainee** at **Prodair Air Products India Pvt. Ltd.** and the subsequent interview(s) you had with us.

We are glad to inform you that you have been selected for the position and we wish to extend the salary offer as outlined below

SAP Position: **Graduate Engineer Trainee**

Location: Vadodara

Salary Components	Monthly (In INR)	Annual (In INR)
Basic Salary	14,988	1,79,856
Flexible Pay Package & Special Allowance	19,077	2,28,920
Gross Salary (SAP Base)	34,065	4,08,776
Provident Fund - 12% of basic salary	1,799	21,588
Gratuity* - 4.81% of basic salary	721	8,652
Variable pay (target amount) -15 % of the Gross Salary	5,110	61,320
TOTAL CTC	41,695	5,00,336

*As per The Payment of Gratuity Act 1972

Variable Pay

Variable Pay is an annual salary component which the employee is eligible to receive for meeting established company and business unit results. The "target amount" for variable pay represents the amount if the organization achieves 100% of target. The target percent for the above position is 15 % of the Gross Salary (SAP Base). The payout can be higher or lower, depending on the business results. Payment happens in November each year for the past fiscal year (Oct - Sept). You will get a pro-rated amount in case you are not employed throughout the full fiscal year. To be eligible for payment you must be employed for a minimum of 92 calendar days in the fiscal year (Oct - Sept) and be in the service of the company as on the date when the plan is payable to all employees. Variable pay is paid post completion of the required period as per the guidelines.

Other benefits are as mentioned below

- Group Mediciam Policy – In case of hospitalization the policy covers the employee, his/her spouse and two children (up to 25 Years age) with a floater of INR 350000/-.

Registered In India

Corporate Identity No. U24200PN2009PTC133706

Kochi site : C/o M/s BPCL, Kochi Refinery, Ambalamedu P.O., Dist. Ernakulam 682303, Kerala (INDIA)



Prodair Air Products India Pvt. Ltd.

602, Pentagon 5, Magarpatta City,
Hadapsar,
Pune - 411013
Maharashtra
INDIA
T +91-20-49115252
E-mail : apimail@airproducts.in
Website : www.airproducts.in



- Voluntary Mediciam Policy for employee's dependent parents / in-laws with a family floater of INR 200000/- or INR 300000/-, wherein company pays 50% of the premium and balance 50% will be paid by the employees.
- Group Term Life Insurance – Sum insured is equal to two times of the employee's Total CTC (excluding variable pay)
- Global Accidental Death and Disablement Insurance – Covers death, permanent total disability, permanent partial disability or temporary total disability due to accident with a sum insured of two times of the employee's Gross Salary – SAP Base

Please let us have your acceptance on the above offer on / before **4th May 2020** and subsequently we can confirm your date of joining.

Please note:

- All the joining expense reimbursement and notice pay buyouts will be recovered from you, in the event of you leaving the Company prior to completion of 2 (Two) years from the date of joining.
- Please intimate us once you get your Passing Certificate and Marksheet.
- You will need to undergo a medical test, as a part of the pre-joining formalities and you will be informed about the exact date of joining accordingly.
- The offer stands revoked if you do not clear your Graduation Certification course in Engineering on completion of the curriculum. Your joining is subject to completion of your Bachelor of Engineering / Technology successfully.
- You will be based at location mentioned above but may be required to undertake business trips or relocate as and when the business need arises. You need to be flexible for the same.

Training and Confirmation:

Your appointment shall be on training for a period of 12 months from the date of your joining or for such extended period/periods as the Management at its discretion shall decide based on your performance during the training period. You will receive a formal confirmation intimation either in writing or on mail subject to satisfactory performance of your duties during the training period.

Yours Sincerely,

For Prodair Air Products India Private Limited

Kavita John
Director HR India

I do hereby accept the salary offer proposed by **Prodair Air Products India Private Limited** subject to the details mentioned herein above which I have thoroughly read and understood.

Signature of the Job Applicant:	Date: 02/05/2020
Name of the Job Applicant: Sharwari Sandeep Nalawade	Place: Kolhapur

Registered In India

Corporate Identity No. U24200PN2009PTC133706

Kochi site : C/o M/s BPCL, Kochi Refinery, Ambalamedu P.O., Dist. Ernakulam 682303, Kerala (INDIA)



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 17-Jan-2020

**Omkar Sudamrao Phand
C8483825**

**Sarthak Nivas, Phand Vasti, Ranjangaon Ganpati
9767406800**

Dear Omkar Sudamrao Phand,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Role - Application Development Associate

Career level – Career level - 12

Talent Segment - Software Engineering



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to

<http://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law# + Insurance Premium (notional value)	9,500
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	4,50,000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 32,500. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining Bonus

You are also eligible for a joining bonus of INR 25,000 payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



HIGHWAY TO EXCELLENCE

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

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To,

Name : Shantanu Vajinath Shelke

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shantanu Vajinath Shelke,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

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HIGHWAY TO EXCELLENCE

accenture^{technology}

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Aentriksh Sanjay Khanzode

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Aentriksh Sanjay Khanzode,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
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 - On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Aentrix h Khanzode

Date of placement = 28 - Sept - 19

Modern College of Engg, Pune

Mechanical dept.

AentR2



HIGHWAY TO EXCELLENCE

accenture[®]technology

START YOUR CAREER AT ONE OF THE WORLD'S MOST INNOVATIVE TECH COMPANIES

To,

Name : Tejashree Arun Kadus

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tejashree Arun Kadus,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** -As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
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 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
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 - In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
 - To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65%

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marks to clear the assessment for the program.

- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential – 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Name - Tejashree . A . Kadus

Branch - BTech - Mechanical

Date - 28th Sep 2019 [College of Engineering Pune.]

Kadus .

Fwd: Offers_CEAT Tyres_2020 batch

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Mar 25, 2022 at 12:29 PM

----- Forwarded message -----

From: Meghna Gupta <Meghna.Gupta@ceat.com>

Date: Mon, Nov 18, 2019 at 3:11 PM

Subject: Offers

To: mit@mitpune.com <mit@mitpune.com>, MIT WPU IACC <centralinternships@mitwpu.edu.in>, Director IAC MIT Pune <director.iac@mitpune.edu.in>

Hi,

We are pleased to inform that below mentioned students have been selected by us during the campus drive:

Sr.	Roll No	Name			Degree 1	Degree 1 Specializations	Campus	Gender	Date of Birth	Contact Details	Contact Details
No.		First Name	Middle Name	Last Name		Primary				Official Email	Phone
1	0120160120	Neha	Shailesh	Shah	B.E.	Mechanical	MITAOE	Female	23-10-1998	nehashah@mitaoe.ac.in	7276543638
2	S1032160184	Ronak	Prashant	Satpute	B.E.	Mechanical	MIT,Pune	Male	11-01-1997	ronak.satpute@outlook.com	9822090543

We will be sending the offer letters and other details at a later stage . They will be joining us next year soon after they complete their graduation. Hope the students enjoyed the selection process. Looking forward to interacting with them.

The following intern has also been selected:

Sr.	Roll No	Name			Degree 1	Degree 1 Specializations	Campus	Gender	Date of Birth	Contact Details	Contact Details
No.		First Name	Middle Name	Last Name		Primary				Official Email	Phone
1		SIDDHARTH		ABHIRAM	BE	POLYMER	MITWPU	MALE		sidd.890@gmail.com	8919391967

Warm Regards,

Meghna Gupta

***** The information in this e-mail is confidential, proprietary and legally privileged. It is intended solely for the addressee. It should not be used by anyone who is not the original intended recipient; Access to this e-mail by anyone else is unauthorized and unlawful. If you have erroneously received this message, please notify the sender immediately and destroy/delete all copies of this message with attachments from your computer system permanently. CEAT cannot guarantee that e-mail communications are secure or error-free, as information could be intercepted, corrupted, amended, lost, destroyed, arrive late or incomplete, or contain viruses. Any opinion expressed in this mail is that of sender and does not necessarily reflect that of CEAT.

Birdvision Consulting Pvt Ltd
Mujumdar Apartment, Fergusson College Rd,
Pune, Maharashtra 411004
December 2nd, 2019

Dear Miss Namrata More,

Bird Vision is pleased to extend an offer to you intern come placement opportunity. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your joining date will be January 3rd, 2019. Your employment with Bird Vision is at-will and either party can terminate the employment relationship at any time.

If you choose to accept this offer, please sign this letter and return it to us **at your earliest convenience**.

Please feel free to mail if you have any questions.
We look forward to welcoming you to our team!

Sincerely,

Thanks and Regards
Mahaveer Muttha
Director, Bird Vision

Namrata More
I hereby accept the offer

Signature

Date



Dear Anurag,

Congratulations!

We are pleased to extend this intent to offer for the position of Graduate Engineer - Intern with our Service Partner's payroll from July 2020 to June 2021.

Upon your acceptance of this Intent letter, and subject to you meeting all the applicable requirements under this Intent to offer, our Service Partner will share a definitive offer letter, which will outline the specific employment terms and conditions.

Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Faurecia nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the Graduate program within the stipulated period of 8 semesters with a minimum 60 percentage.
- b) You successfully clearing the medical test if the Company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.
- d) Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time.

Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)

Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-41 1026-India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800

Corporate Identification Number: U34300PN2004PTC019215

www.faurecia.com

405

Internal & Partners

faurecia
INTERIORS

Please note that you will be hired as a Graduate Engineer Intern on our Service Partner's payroll from July 2020 to June 2021.

If your performance is not satisfactory, the management reserves the right to extend or terminate your services.

You are expected to join us on **1 July 2020**.

You would be given a stipend of Rs. **350,000 /- per annum**.

Kindly revert as a token of your formal acceptance of the terms and conditions herein.

We take this opportunity to welcome you into Faurecia family and look forward to a very fruitful association with you.

Yours Sincerely,
Faurecia India Ltd,

Accepted

Kardke

(Anurag Kardke)

Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)

Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026-India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800

Corporate Identification Number: U34300PN2004PTC019215

www.faurecia.com



Dear Harshal,

Congratulations!

We are pleased to extend this intent to offer for the position of Graduate Engineer - Intern with our Service Partner's payroll from July 2020 to June 2021.

Upon your acceptance of this Intent letter, and subject to you meeting all the applicable requirements under this Intent to offer, our Service Partner will share a definitive offer letter, which will outline the specific employment terms and conditions.

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www.faurecia.com

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Internal & Partners

faurecia
INTERIORS

Please note that you will be hired as a Graduate Engineer Intern on our Service Partner's payroll from July 2020 to June 2021.

If your performance is not satisfactory, the management reserves the right to extend or terminate your services.

You are expected to join us on **1 July 2020**.

You would be given a stipend of Rs. **350,000 /- per annum**.

Kindly revert as a token of your formal acceptance of the terms and conditions herein.

We take this opportunity to welcome you into Faurecia family and look forward to a very fruitful association with you.

Yours Sincerely,

Faurecia India Ltd,

H. G. Pham
Accept

Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)

Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026-India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800

Corporate Identification Number: U34300PN2004PTC019215

www.faurecia.com

Dear Sagar,

Congratulations!

We are pleased to extend this intent to offer for the position of Graduate Engineer - Intern with our Service Partner's payroll from July 2020 to June 2021.

Upon your acceptance of this Intent letter, and subject to you meeting all the applicable requirements under this Intent to offer, our Service Partner will share a definitive offer letter, which will outline the specific employment terms and conditions.

Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Faurecia nor it will be a legally binding offer/contract of employment.

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Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)

Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026-India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800

Corporate Identification Number: U34300PN2004PTC019215

www.faurecia.com



Please note that you will be hired as a Graduate Engineer Intern on our Service Partner's payroll from July 2020 to June 2021.

If your performance is not satisfactory, the management reserves the right to extend or terminate your services.

You are expected to join us on **1 July 2020**.

You would be given a stipend of Rs. **350,000 /- per annum**.

Kindly revert as a token of your formal acceptance of the terms and conditions herein.

We take this opportunity to welcome you into Faurecia family and look forward to a very fruitful association with you.

Yours Sincerely,

Faurecia India Ltd,

Solekha
Accept

Faurecia India Private Limited

(Formerly known as Faurecia Interior Systems India Private Limited)

Registered Address: Plot# T-187, Pimpri Industrial Area, (B.G.Block), Bhosari, Pune-411026-India.

T +91 (020) 6614 9700 • F +91 (020) 6614 9800

Corporate Identification Number: U34300PN2004PTC019215

www.faurecia.com

Fwd: Johnson Controls India : Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:45 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Mon, Jan 13, 2020 at 10:40 AM
 Subject: Johnson Controls India : Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Johnson Controls India Ltd. has selected the following two students of MITAOE, from the campus recruitment process conducted at MIT on 8th January 2020.

1. Prajwal Badwaik - Mechanical Engineering
2. Omkar Yande - Mechanical Engineering

Remuneration offered by the company is Rs. 4.00 per annum CTC.

Forwarding herewith the formal confirmation mail received from the company for your reference.

Regards,

Anil Kumar Pacha
 Training & Placement

----- Forwarded message -----

From: Pranjal Shrivastava <pranjal.shrivastava@jci.com>
 Date: Sun, Jan 12, 2020 at 4:38 PM
 Subject: RE: MIT Pune : Thanking Mail
 To: Director IAC MIT Pune <director.iac@mitpune.edu.in>

Hi Hemant,

Below is the list of candidates selected from our end

Roll No	Name			Degree	Specializations
	First Name	Middle Name	Last Name		
1032150226	Aditya	Prakash	Rethe	B.E.	Electronics & Telecommunication Engineering (E&TC)
0120160214	Omkar	Prashant	Yande	B.E.	Mechanical
0120160133	Prajwal	Pradip	Badwaik	B.E.	Mechanical
3173508	Akash	Kiran	Mali	B.E.	Electronics & Telecommunication Engineering (E&TC)

3163068	Raviraj	Dattatray	Mohite	B.E.	Electronics & Telecommunication Engineering (E&TC)
3163079	Shubham	Dilip	Patil	B.E.	Electronics & Telecommunication Engineering (E&TC)
3175513	Nilesh	Pandharinath	Patil	B.E.	Mechanical
3165042	Rohit	Rajiv	Kale	B.E.	Mechanical

Regards,

Pranjal Shrivastava

Fwd: Johnson Controls India : Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:45 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Mon, Jan 13, 2020 at 10:40 AM
 Subject: Johnson Controls India : Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Johnson Controls India Ltd. has selected the following two students of MITAOE, from the campus recruitment process conducted at MIT on 8th January 2020.

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Anil Kumar Pacha
 Training & Placement

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From: Pranjal Shrivastava <pranjal.shrivastava@jci.com>
 Date: Sun, Jan 12, 2020 at 4:38 PM
 Subject: RE: MIT Pune : Thanking Mail
 To: Director IAC MIT Pune <director.iac@mitpune.edu.in>

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	First Name	Middle Name	Last Name		
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0120160214	Omkar	Prashant	Yande	B.E.	Mechanical
0120160133	Prajwal	Pradip	Badwaik	B.E.	Mechanical
3173508	Akash	Kiran	Mali	B.E.	Electronics & Telecommunication Engineering (E&TC)

HRD/3T/1000967812/20-21

October 27, 2020

Mr. Prashant Mungase
6/B, Anand Classic,
Jay Bhavani Nagar, Thergaon, Pune
Pune-411033
India

Ph: 8793336875

Dear Prashant,

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: 2020.10.27 17:08:12 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/1000967812/20-21

October 27, 2020

Mr. Prashant Mungase
6/B, Anand Classic,
Jay Bhavani Nagar, Thergaon, Pune
Pune-411033
India

Ph: 8793336875

Dear Prashant,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Nov-2020**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2019-20. 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: 2020.10.27 17:08:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

COMPENSATION DETAILS (All figures in INR per month)		
NAME	Mr. Prashant Mungase	
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 Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Prashant Mungase
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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Ref: TCSL/DT20218934074/1694502/Hyderabad
Date: 14 December 2021

MR. PRATIK RAMESH GAIKWAD
Trimurti Vihar 2, Flat 3 Pune Saswad Road,
Near Datta Mandir, Bhekrai Nagar, Fursungi, Pune,
Maharashtra-412308.
Tel# 918668472874

Sub: Joining Letter

Dear Mr. Pratik Ramesh Gaikwad,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **23rd December 2021**, your joining location is **Pune**, work location is **Pune** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

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Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter

Fw: Offer letter / Confirmation Email.

Annasaheb Karale <a.karale@smauto.co.in>

Sat, Mar 26, 2022 at 10:52 AM

To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "deputydirector.cr@mitaoe.ac.in" <deputydirector.cr@mitaoe.ac.in>

Cc: Hemant Firodiya <h.firodiya@smauto.co.in>

To
Prof. Gangadhar Phad
Corporate Relation Executive
MIT Academy of Engineering,
Alandi (D) , Pune -412105.

Dear Sir,

This is with reference to your trailing mail regarding Confirmation mail for the Joining Details of your MIT Students with our Organization.

Following candidates were selected for our Organization & their joining details are as under :

Sr No	Name	Branch	DOJ	Designation	Department	Name of Organization
1	VIJAY J PATIL	ETX	05.02.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
2	PRATIK SURYAKANT SALUNKHE	ETX	23.10.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
3	BHUSHAN S. LAKHOTIYA	CHEMICAL	05.02.2020	Sr Engineer	Surface Coating Lab	S M AUTO ENGINEERING PVT.LTD; PUNE.
4	SURAJ S. GAIKWAD	CHEMICAL	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
5	SURAJ ANIL KHARE	CIVIL	05.02.2020	Tr. Engineer	Civil	S M AUTO ENGINEERING PVT.LTD; PUNE.
6	OMKAR G. TAMBE	MECH	05.02.2020	Tr. Engineer	Development	S M AUTO ENGINEERING PVT.LTD; PUNE.
7	UMESH A SHATTER	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
8	LOKESH SANTRAM YADAV	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
9	ROHIT MADHUSOOTHANAN PODUWAL	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.

This is for kind information.

Thanks & Regards,

Annasaheb Karale
Manager-HR & Admin
SM Auto Engineering Pvt. Ltd;
Plot No : B-19, H-Block, MIDC,
Pimpri, Pune (MH)-411018.
Mobile No: 7709003396
Website : www.smauto.co.in

From: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Sent: Friday, March 25, 2022 6:27 PM

To: Annasaheb Karale <a.karale@smauto.co.in>

Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Hemant Firodiya <h.firodiya@smauto.co.in>

Subject: Offer letter / Confirmation Email

Dear Sir,

Greetings of the Day

As per our telephonic conversation about the selected students offer letter / Confirmation Email Required. NAAC Committee is visiting our MIT Academy of Engg Campus in the upcoming days.

Below Mentioned Students Name - (2019-20 Batch Pass Out)

Total No of Selected Students is - 9

VIJAY J PATIL	ETX	S M AUTO ENGINEERING PVT.LTD.
PRATIK SURYAKANT SALUNKHE	ETX	S M AUTO ENGINEERING PVT. LTD.

Fw: Offer letter / Confirmation Email.

Annasaheb Karale <a.karale@smauto.co.in>

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Cc: Hemant Firodiya <h.firodiya@smauto.co.in>

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MIT Academy of Engineering,
Alandi (D) , Pune -412105.

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Pimpri, Pune (MH)-411018.
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Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Hemant Firodiya <h.firodiya@smauto.co.in>

Subject: Offer letter / Confirmation Email

Dear Sir,

Greetings of the Day

As per our telephonic conversation about the selected students offer letter / Confirmation Email Required. NAAC Committee is visiting our MIT Academy of Engg Campus in the upcoming days.

Below Mentioned Students Name - (2019-20 Batch Pass Out)

Total No of Selected Students is - 9

VIJAY J PATIL	ETX	S M AUTO ENGINEERING PVT.LTD.
PRATIK SURYAKANT SALUNKHE	ETX	S M AUTO ENGINEERING PVT. LTD.

Fwd: Cosmo Films Ltd: Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:48 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Mon, Feb 3, 2020 at 3:45 PM
Subject: Cosmo Films Ltd: Campus selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Cosmo Films Ltd. has selected the following two students of MITAOE, from the campus recruitment conducted at MIT.

1. Kartikey Kulkarni - B Tech Mechanical
2. Gauri Harale - B Tech Mechanical

Remuneration offered by the company is Rs. 2.40 lacs per annum CTC.

Forwarding herewith the formal confirmation mail received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: **Rajesh Chavan** <rajesh.chavan@cosmofilms.com>
Date: Sat, Feb 1, 2020 at 9:54 AM
Subject: Re: Shortlisted candidates for final round of interview
To: Director IAC MIT Pune <director.iac@mitpune.edu.in>

Dear Sir,

Below listed candidates are selected for the position of Graduate Engineer Trainee with Cosmo Films Ltd. Please confirm candidates joining date so we can issue offer letter to individuals.

Offer from Cosmo Films is subject to submission of passing/course completion certificate after the final results but candidates can join us after final exams.

Sr. No	Name	Institution	Specialization	Department Selected for	CTC PA
1	Kartikey Kulkarni	MIT-AOE	Mechanical	Manufacturing	240000
2	Sweetie Waghchoure	MIT-Kothrud	Plastic & Polymer	Manufacturing	240000
3	Tejashree Manurkar	DYP COE-Akurdi	Mechanical	Manufacturing	240000
4	Ketaki Bhat	DYP-Akurdi	Mechanical	Engineering-Mechanical	240000

5	Gauri Harale	MIT-AOE	Mechanical	Engineering-Mechanical	240000
6	Rushali More	MIT-Kothrud	Plastic & Polymer	Quality Assurance	240000

Regards,
Rajesh Chavan



Cosmo Films Limited

B-14/8 & 9, MIDC Indl Area, Waluj, Aurangabad 431136, Maharashtra, India

T:0240 6660213

Linked in | www.cosmofilms.com

We are BRC certified Company.

This email and any attachments to it may contain Unpublished Price Sensitive Information. Pursuant to SEBI (Prohibition of Insider Trading) Regulations 2015, you fall under the definition of Insider and are under an obligation to maintain confidentiality of such information.

This email and any attachments to it may be confidential and are intended solely for the use of the individual to whom it is addressed. Any views or opinions expressed are solely those of the author and do not necessarily represent those of Cosmo Films Limited.

If you are not the intended recipient of this email, you must neither take any action based upon its contents, nor copy or show it to anyone. Please contact the sender if you believe you have received this email in error.

4th February 2020

Ref: CFL/HR/2020

Ms. Kartikee Deepakrao Kulkarni
Vishwanath Colony, Basmat Road,
Parbhani-431401.

Dear Kartikee,

With reference to Campus interview process and your personal interview with us, we are pleased to confirm your selection as "Graduate Engineer Trainee" based at our Aurangabad plant on the terms and conditions agreed upon at the time of interview.

You are requested to join duty on or before 15th June 2020 at our Waluj Plant. Your training period will be for one year duration from your date of joining.

During training period you shall be paid stipend of Rs. 20,000/- Per month & your annual stipend will be Rs. 2,40,000/- Per Annum.

Our Offer is subject to an outcome and submission of relevant passing certificate, marksheets of your current education.

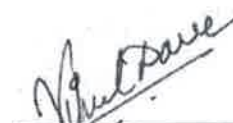
Your services shall be governed by the letter, which will be issued to you on your joining us and by the general rules and regulations of the company now in force or amended from time to time.

Please bring with you photocopies of your certificate and testimonials in support of your educational qualifications, four numbers of colour photographs, blood group report on the day of your joining.

Please return the duplicate copy of this letter duly signed by you in token of your having accepted the offer.

Thanking you,

For COSMO FILMS LIMITED



Vipul Dave
Head HR & IR



Accepted
Kartikee Deepakrao Kulkarni

4th February 2020

Ref: CFL/HR/2020

Ms. Gauri Krushna Harale
Sidhdhgorakshanath Apartment,
3rd Floor, Rohidas Nagar, Indapur
Pune-413106

Dear Gauri,

With reference to Campus interview process and your personal interview with us, we are pleased to confirm your selection as "Graduate Engineer Trainee" based at our Aurangabad plant on the terms and conditions agreed upon at the time of interview.

You are requested to join duty on or before 15th June 2020 at our Waluj Plant. Your training period will be for one year duration from your date of joining.

During training period you shall be paid stipend of Rs. 20,000/- Per month & your annual stipend will be Rs. 2,40,000/- Per Annum.

Our Offer is subject to an outcome and submission of relevant passing certificate, marksheets of your current education.


Your services shall be governed by the letter, which will be issued to you on your joining us and by the general rules and regulations of the company now in force or amended from time to time.

Please bring with you photocopies of your certificate and testimonials in support of your educational qualifications, four numbers of colour photographs, blood group report on the day of your joining.


Please return the duplicate copy of this letter duly signed by you in token of your having accepted the offer.

Thanking you,

For COSMO FILMS LIMITED



Vipul Dave
Head HR & IR



Accepted
Gauri Krushna Harale

Fwd: Federal Bank: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

To: Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:49 PM

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Date: Wed, Feb 5, 2020 at 11:46 AM

Subject: Federal Bank: Campus Selections

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Federal Bank has selected the following 8 students of MITAOE, from the campus recruitment process conducted at MIT on 21st January 2020:

No.	First Name	Middle Name	Last Name	Degree	Branch
1	Shubham	Tulshiram	Suryawanshi	B Tech	Computer Science
2	Abhay	Niresh	Gund	B Tech	Mechanical
3	Akash	Shamrao	Tapkir	B Tech	Mechanical
4	Rohit	Ganeshkumar	Kapgate	B Tech	Mechanical
5	Samiksha	Anandrao	Dhakate	B Tech	Mechanical
6	Sanket	Rajendra	Kale	B Tech	Mechanical
7	Sanket	Shahaji	Repale	B Tech	Mechanical
8	Shailesh	Dattatray	Gole	B Tech	Mechanical

Remuneration offered by the company is Rs. 4.16 lacs per annum CTC.

Forwarding herewith the formal mail communication received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: HR - TAD (Talent Acquisition) <careers@federalbank.co.in>

Date: Tue, Feb 4, 2020 at 3:07 PM

Subject: FW: Final Result

To: HEMANT.MALI@MITWPU.EDU.IN <HEMANT.MALI@mitwpu.edu.in>

Dear Sir / Madam,

The following candidates from your college has been issued with provisional offer letter subject to other terms and conditions to be intimated to them separately.

Name	Course	College
SURAJ SADANAND BHALERAO	B.Sc	MIT-World Peace University, Pune
TEJAS KESHAVRAO INGALE	B.Sc	MIT-World Peace University, Pune
DIKSHA SAPRU	BBA	MIT-World Peace University, Pune
ADITYA VERMA	BBA	MIT-World Peace University, Pune
SAMIKSHA ANANDRAO DHAKATE	B.Tech	MIT-World Peace University, Pune
TAPKIR AKASH SHAMRAO	B.Tech	MIT-World Peace University, Pune
REPALE SANKET SHAHAJI	B.Tech	MIT-World Peace University, Pune
BANSODE YASHASWI YASHWANT	B.Tech	MIT-World Peace University, Pune
CHAVAN SHUBHADA SANJAY	B.Tech	MIT-World Peace University, Pune
SANKET RAJENDRA KALE	B.Tech	MIT-World Peace University, Pune
GAJELI SHRIPAD ARVIND	B.Tech	MIT-World Peace University, Pune
SHAILESH DATTATRAY GOLE	B.Tech	MIT-World Peace University, Pune
ROHIT GANESHKUMAR KAPGATE	B.Tech	MIT-World Peace University, Pune
ABHAY NIRESH GUND	B.Tech	MIT-World Peace University, Pune
NARAWADE BHAGYASHREE SHARAD	B.Tech	MIT-World Peace University, Pune
NIVEDITA CHAUDHARI	B.Tech	MIT-World Peace University, Pune
JITENDER SINGH	B.Tech	MIT-World Peace University, Pune
BHAVSAR PRATIK PRAVIN	B.Tech	MIT-World Peace University, Pune
SHUBHAM TULSHIRAM SURYAWANSHI	B.Tech	MIT-World Peace University, Pune

Warm Regards,

Vineeth Vijayan

Assistant Manager | HR Talent Acquisition & Deployment | The Federal Bank Limited | Head Office | Aluva | Ernakulam
| Kerala

Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in



The first choice for everyone!



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WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

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The Federal Bank Ltd



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Federal Bank: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:49 F

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From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Wed, Feb 5, 2020 at 11:46 AM
 Subject: Federal Bank: Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
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No.	First Name	Middle Name	Last Name	Degree	Branch
1	Shubham	Tulshiram	Suryawanshi	B Tech	Computer Science
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3	Akash	Shamrao	Tapkir	B Tech	Mechanical
4	Rohit	Ganeshkumar	Kapgate	B Tech	Mechanical
5	Samiksha	Anandrao	Dhakate	B Tech	Mechanical
6	Sanket	Rajendra	Kale	B Tech	Mechanical
7	Sanket	Shahaji	Repale	B Tech	Mechanical
8	Shaillesh	Dattatray	Gole	B Tech	Mechanical

Remuneration offered by the company is Rs. 4.16 lacs per annum CTC.

Forwarding herewith the formal mail communication received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: HR - TAD (Talent Acquisition) <careers@federalbank.co.in>

Date: Tue, Feb 4, 2020 at 3:07 PM

Subject: FW: Final Result

To: HEMANT.MALI@MITWPU.EDU.IN <HEMANT.MALI@mitwpu.edu.in>

Dear Sir / Madam,

The following candidates from your college has been issued with provisional offer letter subject to other terms and conditions to be intimated to them separately.



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Federal Bank: Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: "Dr. Shitakumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:49 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Wed, Feb 5, 2020 at 11:46 AM
 Subject: Federal Bank: Campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Federal Bank has selected the following 8 students of MITAOE, from the campus recruitment process conducted at MIT on 21st January 2020:

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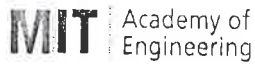
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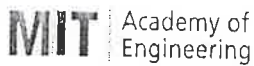
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 Training & Placement

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Dear Sir / Madam,

The following candidates from your college has been issued with provisional offer letter subject to other terms and conditions to be intimated to them separately.

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: Prodair Air Products India : Campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:49 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Tue, Feb 25, 2020 at 12:18 PM
Subject: Prodair Air Products India : Campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Prodair Air Products India Pvt. Ltd. has selected the following students of MITAOE, from the campus recruitment process conducted at MIT on 14th February 2020:

1. Anchal Bharat - BE Chemical
2. Neha Kishor - BE Mechanical
3. Sharwari Nalwade - BE Mechanical

Remuneration offered by the company is Rs. 5.00 Lacs per annum CTC.

Forwarding herewith the formal mail communication received from the company for your reference.

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Singh, Sonali <SINGHS8@airproducts.com>
Date: Tue, Feb 25, 2020 at 11:56 AM
Subject: RE: [External] MIT, Pune: Campus date_Prodair Air Products India Pvt.Ltd (2020 passing-out batch)
To: Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: Director-iac <director.iac@mitpune.edu.in>

Hi Hemant

Below are the list of selected students :

1. Mechanical

- a. Harshada Anil Pawar
- b. Sharwari Sandeep Malwade
- c. Rohit Dattatraya Jayakar
- d. Neha Kishore Barnate
- e. Rushikesh Khairnar

2. Chemical

a. Anchal Bharat
b. Dhanaji Parekar

We will be sending a formal offer letter along with the location details in second week of March 2020.

We have not shortlisted any candidates from Civil.

Thanks and Regards,

Sonali Singh

HR- Business Partner

Prodair Air Products India Pvt.Ltd

5th floor, Pentagon-5 , Magrapatta City

Hadapsar, Pune- 411013

T:- + 912048525050

Singhs8@Airproducts.com

tell me more - www.airproducts.com

Prodair Air Products India Pvt. Ltd.

602, Pentagon 5, Magarpatta City,
Hadapsar,
Pune - 411013
Maharashtra
INDIA
T +91-20-49115252
E-mail : apimail@airproducts.in
Website : www.airproducts.in



Date: 24th April 2020

Dear Sharwari Sandeep Nalawade ,

Greetings from Prodair Air Products India Pvt. Ltd.

This is with reference to your application for the position of **Graduate Engineer Trainee** at **Prodair Air Products India Pvt. Ltd.** and the subsequent interview(s) you had with us.

We are glad to inform you that you have been selected for the position and we wish to extend the salary offer as outlined below

SAP Position: **Graduate Engineer Trainee**

Location: Vadodara

Salary Components	Monthly (In INR)	Annual (In INR)
Basic Salary	14,988	1,79,856
Flexible Pay Package & Special Allowance	19,077	2,28,920
Gross Salary (SAP Base)	34,065	4,08,776
Provident Fund - 12% of basic salary	1,799	21,588
Gratuity* - 4.81% of basic salary	721	8,652
Variable pay (target amount) -15 % of the Gross Salary	5,110	61,320
TOTAL CTC	41,695	5,00,336

*As per The Payment of Gratuity Act 1972

Variable Pay

Variable Pay is an annual salary component which the employee is eligible to receive for meeting established company and business unit results. The "target amount" for variable pay represents the amount if the organization achieves 100% of target. The target percent for the above position is 15 % of the Gross Salary (SAP Base). The payout can be higher or lower, depending on the business results. Payment happens in November each year for the past fiscal year (Oct - Sept). You will get a pro-rated amount in case you are not employed throughout the full fiscal year. To be eligible for payment you must be employed for a minimum of 92 calendar days in the fiscal year (Oct - Sept) and be in the service of the company as on the date when the plan is payable to all employees. Variable pay is paid post completion of the required period as per the guidelines.

Other benefits are as mentioned below

- Group Medclaim Policy – In case of hospitalization the policy covers the employee, his/her spouse and two children (up to 25 Years age) with a floater of INR 350000/-.

Registered In India

Corporate Identity No. U24200PN2009PTC133706

Kochi site : C/o M/s BPCL, Kochi Refinery, Ambalamedu P.O., Dist. Ernakulam 682303, Kerala (INDIA)



425

Mechanical Branch
2019-2020 Batch**Prodair Air Products India Pvt. Ltd.**

602, Pentagon 5, Magarpatta City,
Hadapsar,
Pune - 411013
Maharashtra
INDIA
T +91-20-49115252
E-mail : apimail@airproducts.in
Website : www.airproducts.in



- Voluntary Mediciam Policy for employee's dependent parents / in-laws with a family floater of INR 200000/- or INR 300000/-, wherein company pays 50% of the premium and balance 50% will be paid by the employees.
- Group Term Life Insurance – Sum insured is equal to two times of the employee's Total CTC (excluding variable pay)
- Global Accidental Death and Disablement Insurance – Covers death, permanent total disability, permanent partial disability or temporary total disability due to accident with a sum insured of two times of the employee's Gross Salary – SAP Base

Please let us have your acceptance on the above offer on / before **4th May 2020** and subsequently we can confirm your date of joining.

Please note:

- All the joining expense reimbursement and notice pay buyouts will be recovered from you, in the event of you leaving the Company prior to completion of 2 (Two) years from the date of joining.
- Please intimate us once you get your Passing Certificate and Marksheet.
- You will need to undergo a medical test, as a part of the pre-joining formalities and you will be informed about the exact date of joining accordingly.
- The offer stands revoked if you do not clear your Graduation Certification course in Engineering on completion of the curriculum. Your joining is subject to completion of your Bachelor of Engineering / Technology successfully.
- You will be based at location mentioned above but may be required to undertake business trips or relocate as and when the business need arises. You need to be flexible for the same.

Training and Confirmation:

Your appointment shall be on training for a period of 12 months from the date of your joining or for such extended period/periods as the Management at its discretion shall decide based on your performance during the training period. You will receive a formal confirmation intimation either in writing or on mail subject to satisfactory performance of your duties during the training period.

Yours Sincerely,

For Prodair Air Products India Private Limited

Kavita John
Director HR India

I do hereby accept the salary offer proposed by **Prodair Air Products India Private Limited** subject to the details mentioned herein above which I have thoroughly read and understood.

Signature of the Job Applicant:	Date: 02/05/2020
Name of the Job Applicant: Sharwari Sandeep Nalawade	Place: Kolhapur

Registered In India

Corporate Identity No. U24200PN2009PTC133706

Kochi site : C/o M/s BPCL, Kochi Refinery, Ambalamedu P.O., Dist. Ernakulam 682303, Kerala (INDIA)





JSW Steel Limited

Mr. Kunal Samadhan Ghatale,
MIT, Pune

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Kunal,

7th January 2021

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:


1. Salary & benefits:

Basic	Rs. 10750/-p.m
HRA	Rs. 6370/- p.m.
Conveyance	Rs. 3950/-p.m
Supplementary Allowance	Rs. 13582/-p.m
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	Rs. 896/-p.m
L.T.A	Rs. 896/-p.m
Provident Fund	Rs. 1290/-p.m
Gratuity	Rs. 516/-p.m
Bonus	Rs. 2150/-p.m
Production Incentive	Rs. 8100/- p.m. (As per applicable incentive scheme)

2. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
3. You are requested to report at JSW Steel Ltd, Dolvi Works on 15th January 2021 and you are advised to furnish the following documents in original with a copy at the time of your joining duties.
 - 3.1. Matriculation certificate in support of your date of birth.
 - 3.2. All certificates and marks sheets in support of your qualification
 - 3.3. Two copies of your recent passport and two stamp size color photographs.
 - 3.4. Declaration in prescribed format regarding any relation working in JSW Group of Companies.
 - 3.5. Release order, Salary certificates and experience certificate if any.
 - 3.6. PAN Card (Compulsory).
 - 3.7. Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
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 10th January 2021 failing which it will be construed that you are not interested in joining us.

Thanking you,
Yours faithfully,
For JSW STEEL LIMITED


Dilip Kumar Sinha
Vice President - HR





JSW Steel Limited

Mr. Rutvij Ashok Wakalkar,
MIT, Pune

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Rutvij,

7th January 2021

Sub: Letter of offer.

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For JSW STEEL LIMITED

Dilip Kumar Sinha
Vice President - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000


JSW Steel Limited

Mr. Akash Rajkumar Prasad,
MIT, Pune

Dolvi Works: Geetapuram,
Dolvi, Taluka - Pen,
Dist Raigad - 402 107, Maharashtra, India.
CIN. : L27102MH1994PLC152925
Phone : +91 2143 277501-15
Fax : +91 2143 277533/42
Website : www.jsw.in

Dear Akash,

7th January 2021

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With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L08T' grade and you are placed at JSW Steel Ltd, Dolvi Works, Raigad, Maharashtra. The appointment will be subject to the following terms and conditions:

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Dilip Kumar Singh
Vice President - HR



JINDAL Part of O.P. Jindal Group

Regd. Office: JSW Centre,
Bandra Kurla Complex,
Bandra(East), Mumbai - 400 051.
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000

Ref No: HR/04/2021
Date: 02nd July 2021

Mr. Shivshankar Angadi,
Emp. Code: 137
Designation : Marketing Engineer

Sub:- CONFIRMATION LETTER

Dear Mr. Shivshankar Angadi,

This has reference to our letter of appointment dated 17th Nov 2020, a review of your performance during your probationary period was done and in this connection we are pleased to inform you that you have been confirmed in the services with effect from 17th May 2021.

All other terms & conditions of your employment as mentioned in your letter of appointment shall continue and remain unchanged.

We sincerely hope that you shall continue to work with dedication, loyalty, zeal and enthusiasm so as to help the organisation to achieve greater heights in the days to come.

We look forward to your long and fruitful association with us.

For Prochem Trunkey Projects Pvt. Ltd.

Authorised Signatory



[Handwritten signature]



Offer Letter

Name: Atul Ramdas Ghayal

Date: Wednesday, July 8, 2020

Dear Mr. Atul Ramdas Ghayal,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 14, 2020**. Your work location would be **Kolhapur / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Aishvary . (TNL201611035)
Role Location : Kolhapur
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

9. **Company Policies:** You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. **Leaves:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door

and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

16. General Provisions:

- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- j. All disputes arising herein shall be governed by the laws of India and the jurisdiction

to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.



Offer Letter

Name: Yash Shyam Agrawal

Date: Wednesday, July 29, 2020

Dear Mr. Yash Shyam Agrawal,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, August 4, 2020**. Your work location would be **Nashik / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Aishvary . (TNL201611035)
Role Location : Nashik
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

9. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. Termination: Subject to Clause 2, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door

and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

16. General Provisions:

- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- j. All disputes arising herein shall be governed by the laws of India and the jurisdiction

to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.

Fwd: BU Bhandari Auto Pvt.Ltd.: campus Selections 2020 batch

2 messages

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:54 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Tue, Aug 18, 2020 at 12:55 PM
Subject: BU Bhandari Auto Pvt.Ltd.: campus Selections 2020 batch
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

BU Bhandari Auto Pvt. Ltd. has selected the following two students of MITAOE (2020 passing out batch), from the campus recruitment conducted by MIT.

1. Renuka Krishna Gaikwad - BE Mechanical
2. Sanket Mahadev Sapkal - BE Mechanical

Forwarding herewith the formal communication received from the company for records.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: <hr@vw-bubhandari.co.in>
Date: Mon, Aug 17, 2020 at 4:53 PM
Subject: RE: MIT-WPU, Pune: Invitation for Campus Recruitment_2021 batch....✓
To: <engg.placements@mitwpu.edu.in>

Dear Sir,

We have finalized below students for B U Bhandari Auto Pvt Ltd. as Tr. Sales Consultant we will confirm their date of joining they will be paid stipend of Rs. 10500/- pm till they complete their training period of 6 months.

Mr. Amit Thorat

Mr. Sanket Sapkal

Mr. Swarup Kulkarni

Ms. Renuka Gaikwad

Mr. Adwait Phadke is on Stand by & mr. Pradeep Dake has not answered our call so his last interview has been missed by him.

Thanks and Regards,

Amol Dalvi

HR Manager

B U Bhandari Auto Pvt Ltd

Survey No.142, Mumbai - Bangalore Highway, Nr. Bhumkar Chowk,
Wakad, Pune - 411 057.

Mob : +91 08805303174

Off : 020-66757575

e-mail- : hr@vw-bubhandari.co.in

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:55 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Date: Mon, Aug 24, 2020 at 2:47 PM

Subject: Fwd: BU Bhandari Auto Pvt.Ltd.: campus Selections 2020 batch

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

In addition to the earlier two selections, BU Bhandari Auto Pvt. Ltd. has selected one more student of MITAOE - Sayali Patil, B Tech Chemical 2020 batch.

Forwarding herewith the communication received from the company.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: <hr@vw-bubhandari.co.in>

Date: Mon, Aug 24, 2020 at 12:01 PM

Subject: RE: MIT-WPU, Pune: Invitation for Campus Recruitment_2021 batch.....

To: <engg.placements@mitwpu.edu.in>

Dear Sir,

We have finalized below students for B U Bhandari Auto Pvt Ltd. as Tr. Sales Consultant we will confirm their date of joining will be 4th Sep 2020 they will be paid stipend of Rs. 10500/- pm till they complete their training period of 6 months.

Ms. Sayali Patil

Mr. Aniket yeotikar

Mr. Amit Thorat

Mr. Sanket Sapkal

Mr. Swarup Kulkarni

Ms. Renuka Gaikwad

Thanks and Regards,

Amol Dalvi

[Quoted text hidden]

[Quoted text hidden]

Fwd: BU Bhandari Auto Pvt.Ltd.: campus Selections 2020 batch

2 messages

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 3:54 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Tue, Aug 18, 2020 at 12:55 PM
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To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

BU Bhandari Auto Pvt. Ltd. has selected the following two students of MITAOE (2020 passing out batch), from the campus recruitment conducted by MIT.

1. Renuka Krishna Gaikwad - BE Mechanical
2. Sanket Mahadev Sapkal - BE Mechanical

Forwarding herewith the formal communication received from the company for records.

Regards,

Anil Kumar Pacha
Training & Placement

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Subject: RE: MIT-WPU, Pune: Invitation for Campus Recruitment_2021 batch...
To: <engg.placements@mitwpu.edu.in>

Dear Sir,

We have finalized below students for B U Bhandari Auto Pvt Ltd. as Tr. Sales Consultant we will confirm their date of joining they will be paid stipend of Rs. 10500/- pm till they complete their training period of 6 months.

Mr. Amit Thorat

Mr. Sanket Sapkal

Mr. Swarup Kulkarni

Ms. Renuka Gaikwad

Fwd: Interview Result at BYJU'S

Ashish Dhongde <amdhongde@mitaoe.ac.in>
To: "gangadhar.phad@mitaoe.ac.in" <gangadhar.phad@mitaoe.ac.in>

Tue, Mar 29, 2022 at 6:07 PM

Hi,
PFB mail for your reference

----- Forwarded message -----

From: Ditrilla Borana <ditrilla.borana@byjus.com>
Date: Fri, Aug 28, 2020, 5:09 PM
Subject: Interview Result at BYJU'S
To: <amdhongde@mitaoe.ac.in>



Congratulations

Dear Ashish Dhongde,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 09/08/2020

BDT Training Location : Bengaluru

Role Location : Aurangabad

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales or Rs 8 INR (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a duration of 2 months. The first 2 weeks of this training will be classroom training followed by 6 weeks of "On-the-Job Training", both at the BDT Training Location. You will be assessed and monitored during your training program. We are also happy to inform you that additional performance incentives will be applicable during your training period. Currently till our offices re-open, your training will happen in the Work from Home mode. Once our offices are open, your training will shift to the BDT Training Location.

Upon successful completion of training based on clearing the company's expected parameters, you will be confirmed as BDA - Direct Sales (at 10 LPA) or BDA - Inside Sales (at 8 LPA). Also, only after confirmation to the BDA role, you will start work at your 'Role Location' (unless joining and training is being held at your role location itself).

Note for candidates confirmed as BDA-Direct Sales: In the unlikely scenario where the Direct Sales Model does not resume in your role location at the end of your Training Program, you will be offered the BDA-Inside Sales (at 8 LPA) role in Bengaluru. You will relocate to your role location as BDA-Direct Sales (at 10 LPA) as soon as the Direct Sales model begins at your role location.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.
3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.
4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an incubation period for your new role.
5. Business formals or business casual attire is mandatory during work hours.
6. Accommodation at the BDT training location will be provided by the company for the first two weeks of the BDT Program (only applicable for those whose role location is not Bangalore)

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release).

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

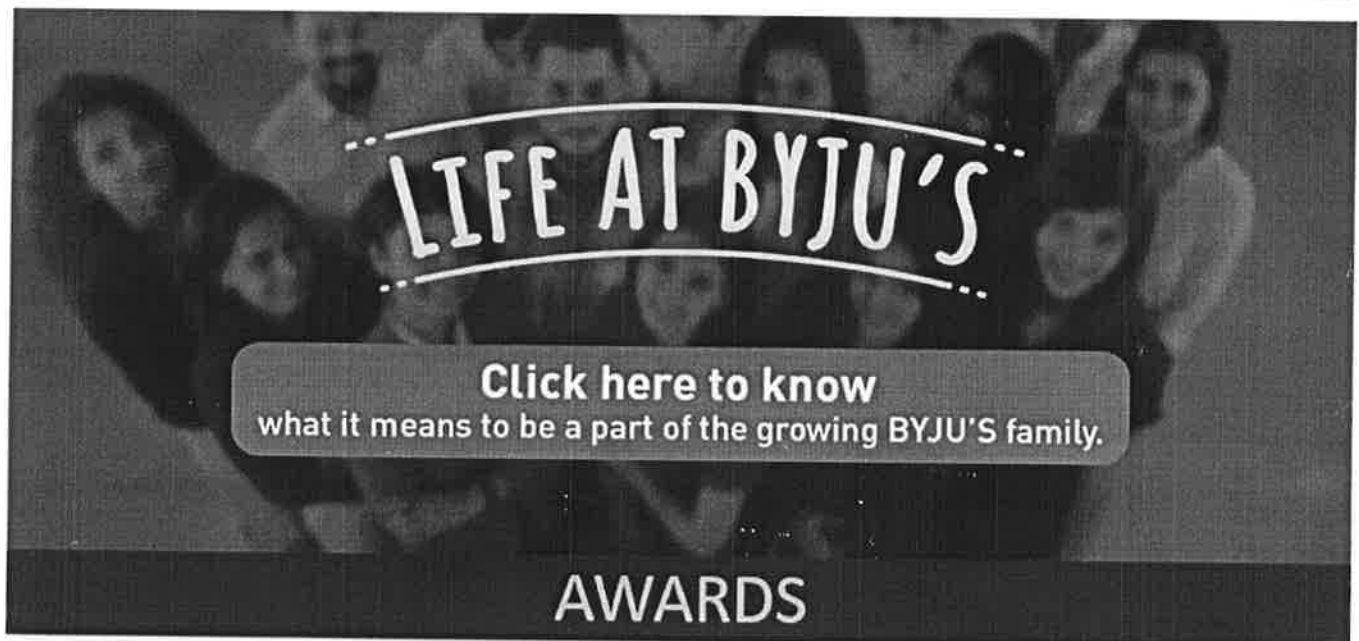
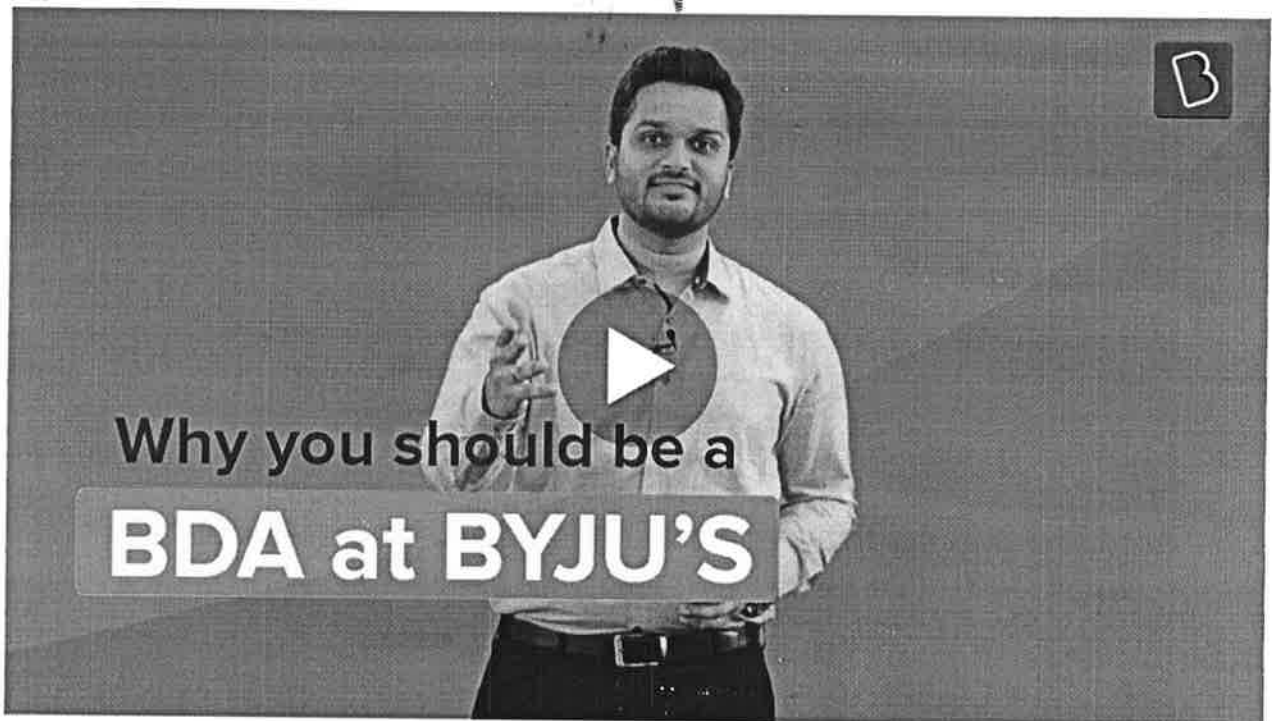
Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: Please click here to register.

Regards,

Team BYJU's



ET 40 Under Forty
India's Hottest Business
Leaders Award (2016)

Vccircle
Awards

Education
Company Of
The Year 2016



Winner of
Super Brands
SuperStartUps 2017

Deloitte

Winner of Deloitte Technology Fast 50 India and
Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ETNOW

ET Now Education Excellence Award (2013)



Winner of
Established Education App of
the Year (2017)



Winner of Google Play's
"Best Self Improvement"
app in India 2016

ASSOCHAM

Winner of ASSOCHAM
SMEs Excellence Award
for Start-up of the Year
2016

YOUNG
TURKS

Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016

Wharton STC
STARS

Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App

Shilpa Sahebrav Buge
Siddhant Patil
Renuka Krishna Gaikwad

Please feel free to reach out to me in case of any doubts / clarifications.

Thanks,

Regards,

Ashay Arekar | Manager - Human Resources | JCB India Limited, Pune | ☎+91 2114 305 000 | Ext. 5566
| Mob : +91 77090 34180 | Address: Talegaon Floriculture & Industrial Park, Navlakh Umbhre, Tal - Maval, Talegaon
Dabhade, Dist - Pune, Pin: 410 507

From: Ashay AREKAR/PUN/IND/JCB
To: "Jayant Patkar" <jdpatkar@mitaoe.ac.in>
Cc: Arvind CHAUHAN/DEL/IND/JCB@JCB
Date: 11/09/2020 14:31
Subject: Fw: [EXT] Re: Applications for Graduate Apprentice

Dear Jayant,

Thanks for sharing applications of GATs and subsequent support in ensuring their availability for selection process.

The selection process has concluded.

Please find below the list of selected students from your campus -

Candidate Full Name
Deepak Vasant Hasabe
Ganesh Krishnat Sakhalkar
Chetan Bhagwat Bonde
Ajinkya Newale
Shilpa Sahebrav Buge
Renuka Krishna Gaikwad

Congratulations to all the selected students !!

As mentioned earlier as well, to onboard them, we would require their final year marksheets and certificate of passing.

Request you to confirm when will the same be available.

Thanks,

Regards,

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Dabhade, Dist - Pune, Pin: 410 507

From: "Jayant Patkar" <jdpatkar@mitaoe.ac.in>
To: Ashay.AREKAR@jcb.com
Date: 07/08/2020 15:11
Subject: [EXT] Re: Applications for Graduate Apprentice

Fwd: Fw: [EXT] Re: Applications for Graduate Apprentice

1 message

Tue, Mar 22, 2022 at 8:52 AM

Jayant Patkar <jdpatkar@mitaoe.ac.in>
 To: Vikas Singh <vssingh@admin.maepune.ac.in>

----- Forwarded message -----

From: <Ashay.AREKAR@jcb.com>
 Date: Mon, Oct 19, 2020 at 1:58 PM
 Subject: Re: Fw: [EXT] Re: Applications for Graduate Apprentice
 To: Jayant Patkar <jdpatkar@mitaoe.ac.in>
 Cc: <Arvind.CHAUHAN@jcb.com>

Hi Jayant,

As discussed, we would be onboarding all the selected students on 2nd November 2020 at our Talegaon plant.

We will now be initiating their pre-joining activities for smooth onboarding. As such, we will be in touch with you for required documents / actions from students.

As of now, we would be requiring copies of students' marksheets & certificates (10th, 12th / Diploma, Degree), Aadhar Card, PAN Card, Cancelled Cheque & Passport sized photo.

Please share the same in one single ZIP Folder named 'GAT_MITdocuments'. In case the size is too large to send in a single mail, please break it up and share.

Documents shared inside the folder to be in below format -

Document	File Nomenclature
10th Marksheet	firstname lastname_10th Marksheet
10th Certificate	firstname lastname_10th Certificate
12th Marksheet	firstname lastname_12th Marksheet
12th Certificate	firstname lastname_12th Certificate
Diploma Marksheet	firstname lastname_ Diploma Marksheet (Sem 1/2/3/4/5/6)
Diploma Certificate	firstname lastname_ Diploma Certificate
Degree Marksheeets	firstname lastname_ Degree Marksheeets (Sem 1/2/3/4/5/6/7/8)
Degree Certificate	firstname lastname_ Degree Certificate
Aadhar Card	firstname lastname_ Aadhar
PAN Card	firstname lastname_ PANCard
Cancelled Cheque	firstname lastname_ CancelledCheque
Passport Sized Photo	firstname lastname_ Photo

Also, attached details excel sheet needs to be filled and shared for each selected student.

Also, in the next couple of days, all the students will receive a welcome email from us (from email ID named SuccessFactors Onboarding) with a link to create a login on OnBoarding portal and complete the onboarding formalities. Please advise the selected students to check their emails by Wednesday for the email and let me know in case anyone has not received it. They need to complete these formalities post receiving the welcome email by upcoming weekend.

Please share the documents for below selected apprentices -

Candidate Full Name
✓ Deepak Vasant Hasabe
✓ Ganesh Krishnat Sakhalkar
Chetan Bhagwat Bonde
Ajinkya Newale

This message originated from outside your organization

Dear Ashay,

Please find students list as per requirement.
kindly share the interview process.

thanks and regards
jayant

On Thu, Aug 6, 2020 at 9:38 AM <Ashay.AREKAR@jcb.com> wrote:
Hi Jayant,

Good Morning !

As discussed, we are inviting applications for Graduate Apprenticeship position in our organization for year 2020 - 21.

The applications will go through a decided selection process and post that, the selected applicants will be placed in either of the below functions -

1. Design •
2. Manufacturing Engineering
3. Quality
4. Purchase
5. Product Engineering

Please find attached herewith the application excel sheet. Please share all the interested applications in attached format.

Please note columns marked in yellow are to be filled only if applicable. Rest all columns are mandatory to be filled.

Please share applications for the same at the earliest as we intend to initiate the selection process soon.

Thanks,

Regards,

Ashay Arekar | Manager - Human Resources | JCB India Limited, Pune | ☎+91 2114 305 000 | Ext. 5566
| Mob : +91 77090 34180 | Address: Talegaon Floriculture & Industrial Park, Navlakh Umbhre, Tal - Maval, Talegaon
Dabhade, Dist - Pune, Pin: 410 507

J. C. Bamford Excavators Ltd.
Registered Office: Rocester, Staffordshire, England. ST14 5JP
Registered No. 561597 England

The contents of this Email communication are confidential to the addressee.

If you are not the intended recipient you may not disclose or distribute this communication in any form but should immediately contact the Sender.

The information, images, documents and views expressed in this Email are personal to the Sender and do not expressly or implicitly represent official positions and policies of the J C B group of companies ("JCB") and no authority exists on behalf of JCB to make any agreements, representations or other binding commitment by means of Email.[attachment "JCB Recruitment drive (1).xlsx" deleted by Ashay AREKAR/PUN/IND/JCB]

J. C. Bamford Excavators Ltd.
Registered Office: Rocester, Staffordshire, England. ST14 5JP
Registered No. 561597 England

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GAT - Selected Students Details.xlsx

12K

3/22/22, 9:04 AM

MIT Academy Of Engineering Mail - Fwd: Fw: [EXT] Re: Applications for Graduate Apprentice

Shilpa Sahebrav Buge
Siddhant Patil
Renuka Krishna Gaikwad

Please feel free to reach out to me in case of any doubts / clarifications.

Thanks,

Regards,

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From: Ashay AREKAR/PUN/IND/JCB
To: "Jayant Patkar" <jdpatkar@mitaoe.ac.in>
Cc: Arvind CHAUHAN/DEL/IND/JCB@JCB
Date: 11/09/2020 14:31
Subject: Fw: [EXT] Re: Applications for Graduate Apprentice

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Thanks for sharing applications of GATs and subsequent support in ensuring their availability for selection process.

The selection process has concluded.

Please find below the list of selected students from your campus -

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Chetan Bhagwat Bonde
Ajinkya Newale
Shilpa Sahebrav Buge
Renuka Krishna Gaikwad

Congratulations to all the selected students !!

As mentioned earlier as well, to onboard them, we would require their final year marksheets and certificate of passing.

Request you to confirm when will the same be available.

Thanks,

Regards,

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Date: 07/08/2020 15:11
Subject: [EXT] Re: Applications for Graduate Apprentice

3/22/22, 9:04 AM

MIT Academy Of Engineering Mail - Fwd: Fw: [EXT] Re: Applications for Graduate Apprentice

437

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To: Ashay.AREKAR@jcb.com
Date: 07/08/2020 15:11
Subject: [EXT] Re: Applications for Graduate Apprentice

Fw: Offer letter / Confirmation Email.

Annasaheb Karale <a.karale@smauto.co.in>

Sat, Mar 26, 2022 at 10:52 AM

To: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>, "deputydirector.cr@mitaoe.ac.in" <deputydirector.cr@mitaoe.ac.in>

Cc: Hemant Firodiya <h.firodiya@smauto.co.in>

To
Prof. Gangadhar Phad
Corporate Relation Executive
MIT Academy of Engineering,
Alandi (D) , Pune -412105.

Dear Sir,

This is with reference to your trailing mail regarding Confirmation mail for the Joining Details of your MIT Students with our Organization.

Following candidates were selected for our Organization & their joining details are as under :

Sr No	Name	Branch	DOJ	Designation	Department	Name of Organization
1	VIJAY J PATIL	ETX	05.02.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
2	PRATIK SURYAKANT SALUNKHE	ETX	23.10.2020	Tr. Engineer	Maintenance	S M AUTO ENGINEERING PVT.LTD; PUNE.
3	BHUSHAN S. LAKHOTIYA	CHEMICAL	05.02.2020	Sr Engineer	Surface Coating Lab	S M AUTO ENGINEERING PVT.LTD; PUNE.
4	SURAJ S. GAIKWAD	CHEMICAL	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
5	SURAJ ANIL KHARE	CIVIL	05.02.2020	Tr. Engineer	Civil	S M AUTO ENGINEERING PVT.LTD; PUNE.
6	OMKAR G. TAMBE	MECH	05.02.2020	Tr. Engineer	Development	S M AUTO ENGINEERING PVT.LTD; PUNE.
7	UMESH A SHATTER	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
8	LOKESH SANTRAM YADAV	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.
9	ROHIT MADHUSOOTHANAN PODUWAL	MECH	05.02.2020	Tr. Engineer	Production	S M AUTO ENGINEERING PVT.LTD; PUNE.

This is for kind information.

Thanks & Regards,

Annasaheb Karale
Manager-HR & Admin
SM Auto Engineering Pvt. Ltd;
Plot No : B-19, H-Block, MIDC,
Pimpri, Pune (MH)-411018.
Mobile No: 7709003396
Website : www.smauto.co.in

From: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Sent: Friday, March 25, 2022 6:27 PM

To: Annasaheb Karale <a.karale@smauto.co.in>

Cc: Dr. Shitalkumar Jain Deputy Director CR <deputydirector.cr@mitaoe.ac.in>; Hemant Firodiya <h.firodiya@smauto.co.in>

Subject: Offer letter / Confirmation Email

Dear Sir,

Greetings of the Day

As per our telephonic conversation about the selected students offer letter / Confirmation Email Required. NAAC Committee is visiting our MIT Academy of Engg Campus in the upcoming days.

Below Mentioned Students Name - (2019-20 Batch Pass Out)

Total No of Selected Students is - 9

VIJAY J PATIL	ETX	S M AUTO ENGINEERING PVT.LTD.
PRATIK SURYAKANT SALUNKHE	ETX	S M AUTO ENGINEERING PVT. LTD.



VEM Tooling (India) Private Ltd.

OFFER LETTER

Date: 09/11/2020

REF: VEM-HRD/2020

To,
Pandurang
At post Shirapur (So) Tal. Mohol, Dist. Solapur,
Solapur, Maharashtra - 413213

Sub- Offer Letter for "Industrial - Trainee"

Dear Pandurang,

Reference to your application, we are pleased to offer you the position of "Industrial - Trainee." for VEM Tooling India Pvt, Ltd. from 10th Nov. 20.

The term & condition of your training period are as follows.

1. You are appointed as industrial trainee for one year.
2. You are not appointing on the payroll of VEM Tooling India Pvt, Ltd.
3. During the period of your training you are abide with organisation rules & regulation.
4. The statutory benefit is not providing to you for the year.
5. Consolidated Stipend of Rs. 15,000/- (Fifteen Thousand only) per month. The management reserves the right to bifurcate the salary merging or bifurcating with any other allowance/allowances.
6. During the tenure of service, you will keep your emoluments secret from other members of this organization and will treat all information coming to you as strictly confidential and the information contained in all documents and papers and other matters relating to the company will not be divulged by you to any person other than those of the management.
7. Your training period will automatically expire after completion of one year, start from your joining date.

Please confirm your acceptance of this offer by return mail to hr.india@vem-ltd.com before 5:30 Pm of 9/11/2020.

For VEM Tooling India Pvt, Ltd

Authorised Signatory

MIT Academy of
Engineering

Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: EClerx: Campus selections 2020 batch

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Mon, Feb 28, 2022 at 3:42 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Tue, Nov 3, 2020 at 3:03 PM
Subject: EClerx: Campus selections 2020 batch
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

EClerx has selected the following two students of 2020 passing out batch as apprentice analyst, from the virtual campus recruitment process:

1. Swapnil Alte - B Tech Mechanical
2. Khushal Nande - B Tech Mechanical

Remuneration offered by the company : Rs. 2.40 Lacs per annum.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: **Shailja Chaurasia** <Shailja.Chaurasia@eclerx.com>
Date: Mon, Nov 2, 2020 at 1:26 PM
Subject: RE: MIT,Pune: Confirmation for CMD role (2020 batch)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant,

Below mentioned students are selected for Apprentice Analyst role in our Digital vertical:-

Name	Mobile No.	Email Id
Rahul Khandagle	9130782760	rkhandagale21@gmail.com
Swapnil Alte	9767709444	sbalte@mitaoe.ac.in

Anshul Mittal	8554853694	anshulmittal870@gmail.com
Khushal Nande	8308485164	kgnande@mitaoe.ac.in

Please inform the same to them.

Our team will reach out to them for further process.

Regards,

Shailja Chaurasia

Senior Analyst- Talent Acquisition

Block 01, LG, Quadron Business Park Limited,

Hinjewadi Phase-II, Pune, Maharashtra 411057

Email: shailja.chaurasia@eclerx.com

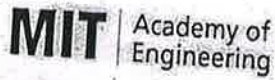
Website: www.eclerx.com

LinkedIn | Follow us at: <https://www.linkedin.com/showcase/life-eclerx/>

eClerx

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eClerx is a leader in innovative business process management, change management, data-driven insights, and advanced analytics powered by subject matter experts and smart automation. [Click Here to Learn more.](#)



Vikas Singh <vssingh@mitaoe.ac.in>

Fwd: EClerx: Campus selections 2020 batch

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear sir,

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1. Swapnil Alte - B Tech Mechanical
2. Khushal Nande - B Tech Mechanical

Remuneration offered by the company : Rs. 2.40 Lacs per annum.

Regards,

Anil Kumar Pacha
Training & Placement

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To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hi Hemant,

Below mentioned students are selected for Apprentice Analyst role in our Digital vertical:-

Name	Mobile No.	Email Id
Rahul Khandagle	9130782760	rkhandagale21@gmail.com
Swapnil Alte	9767709444	sbalte@mitaoe.ac.in



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 11-Dec-2021

Name : Pratham Dinesh Rai

Location : Mumbai, Maharashtra

Address : D452 Asmita Jyoti chs, marve road malad west, Fire brigade malvani, Malad mumbai, Maharashtra - 400095

Dear Pratham Dinesh,

Subject: Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 450,000** (Rupees Four Lakh Fifty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **20-Dec-2021**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents at least 5 days before your date of joining.

- Offer letter acceptance*
- Copies of Educational Certificates – Class 10th & Class 12th and Other Certificates (if any)
- Copy of Graduation Certificate
- Aadhar Card
- PAN Card
- Form 11 & Form 2
- Bank Account Details
- Clearance from the previous employer
- Passport size Photograph (in .jpeg)
- Last Payslip received from the previous employer
- Address Proof
- Reference sheet form
- Adherence to Anti-Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/NDUzMTEyMjE=>

In case you are unable to upload the documents before joining, you will be allowed to complete the same on your date of joining. If you fail to complete the joining formalities, there will be delay in your salary processing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / **Fax** : +91-011-23733114/ **CIN** : U80900DL2015FTC283323 / www.extramarks.com

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

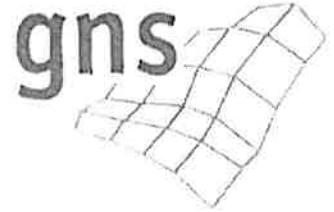
Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **20-Dec-2021**.

Accepted



S/o Mohammad Hanif Shaikh,
S.N 39/4, Jay Bhavani Nagar,
Shabnam Manzil, H. N 786,
Wadgaonsheri, Pune- 411014

Date: 01-12-2020

Appointment Letter

Dear Mr. Mohd. Ziya Shaikh,

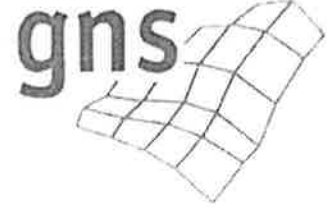
With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as **Trainee Engineer – CAE** in our organization in Pune office on following terms and conditions with effect from **01-12-2020**.

1. Your consolidated salary will be **Rs 220000/- Per Annum** (Two Lakh Twenty Thousand rupees only) including Rs. 1900/- as Food and travel allowance. This will be aggregate CTC inclusive of Provident Fund, ESIC (Employer & Employee), Canteen and Gratuity (as per Govt regulation), refer Annexure for details.
2. You will be on probation in the first instance for a period of Six months from the date of joining. During the period of your training and probation, your services may be terminated by giving you 24 hours' notice or salary in lieu thereof. If your services are found unsatisfactory, the Company may, but is not bound to extend your probationary period. Based on successful completion of probation period, you will be eligible for salary increase.
3. Your services are transferable at short notice to any branch, office, works or client site in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
4. During first three months, you are expected to undergo training for a period six day per week and will be not be eligible for any paid leaves during the training period. After finishing of the training period, you will need to undergo the test which will be based on training and if you are not able to clear this test, you will be deemed as unfit for employment.
5. If you discontinue the service within 27 months (including 3 months training) period from your date of joining, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other expenses. You will be required to sign an undertaking to that effect before you join the company.
6. During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the establishment where you are required to work. Your service conditions will be as per applicable to local labour laws.
7. During the continuance of your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors of the Company or their authorized representatives) your salary, increments and emoluments, as also all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the Company or any of its associates or branches, their customers and suppliers.
8. Although your normal work will consist of duties assigned to you in the capacity as mentioned Upon termination of your employment, you will return to the Company all tools, papers, literature, documents and any other articles and/or copies thereof belonging to the Company, which may at that time be in your possession.

GNS Engineering India Private Limited
Bungalow L-1, Culture Crest Society,
Sector No.6, Pradhikaran, Moshi, Pune - 412105

CIN: U74200PN2010PTC135464
PAN: AADCG6880A

Om Chambers Office-301-B T. 29/31, Bhosari Industrial Estate,
Telco Road, Near Toyota Showroom, Pune-411026, INDIA
Tel. No: 0091-20- 67121615 , Email: mbox@gns-india.com



9. You will not, during the continuance of your employment undertake nor carry on either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent, or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties with us.
10. The Company may, on confirmation, terminate your service by giving you one months' notice or salary in lieu of notice provided however, that no notice or salary in lieu of notice will be required to be given in case of your services are terminated for any misconduct. Should you however, desire to sever connection with the Company, after confirmation, it will be necessary for you to give Three-month notice to the Company of your intention to do so.
11. You may not, without the consent of the Company, seek employment with any client or supplier of the Company, for a period of twelve months, after severing your connections with the Company.
12. Any employee who intends to resign after availing medical benefits for his/her parents, will be liable to follow rules as per the company policy.
13. In addition to the employment terms & conditions mentioned herein, all other standard & general rules, practices and policies of the company as existing now & which may be amended from time to time shall be applicable to you.
14. You will retire from the Company's services at the age of sixty years.
15. You will be entitled to take leaves as per rules of the company.
16. Salary Increment Eligibility: Only confirmed employees will be eligible for increment which would be effective from 1st of April every Year. For Trainee Engineers, salary revision is after 1 yrs excluding 3-month training period.

Your assignment entails CAE responsibilities, and this has been reflected in your compensation. We have every hope of your fulfilling our expectations as a member of our CAE team by continuously contributing towards achieving the goals of the company and that your performance will be satisfactory in all respects.

Please sign and return to us the enclosed duplicate copy of this letter in token of your acceptance of the terms contained herein.

Thanking You.

Yours Faithfully,

For GNS Engineering India Private Limited

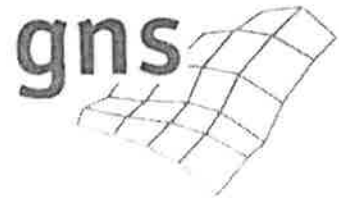


Sanjay Panwar
Authorized Signatory

GNS Engineering India Private Limited
Bunglow L-1, Culture Crest Society,
Sector No.6, Pradhikaran, Moshi, Pune - 412105

CIN: U74200PN2010PTC135464
PAN: AADCG6880A

Om Chambers Office-301-B T. 29/31, Bhosari Industrial Estate,
Telco Road, Near Toyota Showroom, Pune-411026, INDIA
Tel. No: 0091-20- 67121615 , Email: mbox@gns-india.com



ANNEXURE

CTC	220000				
Earning Component	Monthly Amount (Rs.)	Yearly Amount (Rs.)	Deduction Component (Rs.)	Monthly Amount (Rs)	Yearly Amount (Rs.)
Basic	8217	98604	PT	200	2500
House Rent Allowance	4109	49302	PF (12% of Basic & Sp. All)	1099	13190
Washing Allowance	1200	14400	Medical Insurance	600	7200
Special Allowance	943	11316	ESI (0.75% of Gross)	100	1194
Gross Total (A)	14469	173622	Deduction Total ©	1999	24085
Employer Contribution			Medical Benefits		
ESIC (3.25% of Gross)	431	5175	2 LPA- Family Floater-1+3 (Self, spouse,2 Children)		
PF (13% of Basic & sp. All)	1191	14290			
Gratuity	342	4104	Personal Accident cover of 15 Lakh		
Total (B)	1964	23568	Term Life Insurance Cover of 20 Lakh		
Total (A+B)	16433	197200	Workmen Compensation Insurance		
Net Salary	12470	149537			
Food & Travelling Allowance	1900	22800			

GNS Engineering India Private Limited
Bunglow L-1, Culture Crest Society,
Sector No.6, Pradhikaran, Moshi, Pune - 412105

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Mechanical Dept.

2019-2020 Batch

446



27th November 2020

Sub: Offer of employment by Pin Click

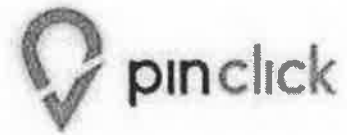
Dear **Ajay Dube,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Associate Property Advisor"**, with effect from 6th January 2021.

The terms of our offer are as follows:

1. The details of your annual earnings are attached here with as Annexure A once the PPO is conformed 4.8 LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside .In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day's salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days' notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click ,you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Ajay Dube	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	1,042	12,504
	Sub-Total I / Gross Pay	18,492	2,21,904
Benefits			
B	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1508	18,096
Total A + B	Cost to the Company	20,000	2,40,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Ajay Dube	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub Total II	1,260	15,120
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		40,000	4,80,000
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the stay professional tax and Employee contribution towards PF,ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co-Founder

Mechanical Dept
2019 - 2020 Batch



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the company . The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with pin click I under take to conform to the terms and conditions set out above as well as other policies , procedures instructions, etc., as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____



27th November 2020

Sub: Offer of employment by Pin Click

Dear **Mahadev Shivaji**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Associate Property Advisor"**, with effect from 6th January 2021.

The terms of our offer are as follows:

1. The details of your annual earnings are attached here with as Annexure A once the PPO is conformed 4.8 LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside .In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day's salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days' notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click ,you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Mahadev Shivaji	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
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	Medical Reimbursement	1,250	15,000
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B	PF Employee	720	8,640
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ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Mahadev Shivaji	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
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We look forward to the opportunity of working with you at

Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co-Founder

448



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the company . The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with pin click I under take to conform to the terms and conditions set out above as well as other policies , procedures instructions, etc., as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____ Anticipated Start Date: _____



27th November 2020

Sub: Offer of employment by Pin Click

Dear **Vishal Parthasarathi,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Associate Property Advisor"**, with effect from 6th January 2021.

The terms of our offer are as follows:

1. The details of your annual earnings are attached here with as Annexure A once the PPO is conformed **4.8** LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Thane** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside .In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day's salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days' notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click ,you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Vishal Parthasarathi	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,000	72,000
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	1,042	12,504
	Sub-Total I / Gross Pay	18,492	2,21,904
Benefits			
B	PF Employee	720	8,640
	Gratuity	288	3,456
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1508	18,096
Total A + B	Cost to the Company	20,000	2,40,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Vishal Parthasarathi	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	06th January 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub Total II	1,260	15,120
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		40,000	4,80,000
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the stay professional tax and Employee contribution towards PF,ESIC as applicable.			

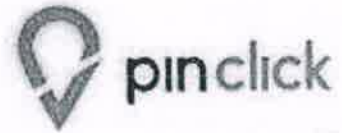
To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co-Founder

449



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the company . The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with pin click I under take to conform to the terms and conditions set out above as well as other policies , procedures instructions, etc., as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated StartDate: _____

RIECO INDUSTRIES LIMITED

A wholly owned subsidiary of Sudarshan Chemical Industries Ltd.



PER/RI/2019-20

04th December 2020

To,

Mr. Ashish Sakore

Kanhoraj Maharaj Samadhi Road, Kendur, Pune - 412403

SUBJECT: OFFER OF EMPLOYMENT

Dear Ashish,

Further to the Interview you had with us, we are pleased to inform you that you have been selected as a **Graduate Engineer Trainee (GET)** at Rieco Industries Limited with **M-10 Grade** on the following terms and condition:

Joining:

We expect you to join us on **14th December 2020** at our Pune Head Office, 1162/2, Shivajinagar, Behind Observatory, Pune - 05. In the event of your failure to join as stipulated, this offer will stand withdrawn and cancelled unless extended in writing.

Training & Probation:

Your Training & Probation will be for a period of One Year from the date of your joining and your role & responsibility will be designated after your joining. On the completion of your training & probation period your service may be confirmed in writing subject to the satisfactory performance.

Remuneration & Benefits:

Your annual total employment Cost to Company would be **Rs. 3.30 Lakhs per annum** (3.0 lakhs fixed & 0.30 lakhs variable) including your salary and other benefits & allowances. Apart from the remuneration you will receive Rs. 1.5 Lakh as a Loyalty Bonus after the successful completion of your Three Years of continuous service.

Rules & Regulation:

You will be governed by the terms and conditions of trainee agreement, staff regulations and rules as applicable by the company from time to time.

The formal Letter of Appointment will be issued to you on your joining date.

You are requested to confirm acceptance of our offer. As a token of your having understood the terms and condition enumerated above, you may kindly revert to the mail within two days from receiving this letter, failing to do so the offer will stand invalid.

Thanking you,

For RIECO INDUSTRIES LTD

**VIKAS
RAMESHLAL
BHATIA**

Digitally signed by
VIKAS RAMESHLAL
BHATIA
Date: 2020.12.04
17:35:41 +05'30'

Managing Director



📍 1162/2, Shivajinagar, Behind Observatory, Pune 411005, India
☎ +91 20 25535 384/215
✉ rieco@rieeco.com
🌐 www.rieeco.com

CIN: U24118MH975PLCO18631
GST NO: 27AACR8217PIZV


RIECO INDUSTRIES LIMITED

A Wholly Owned Subsidiary of Sudarshan Chemical Industries Limited

PER/RI/2019-20

14th December'2020

To,

Ms. Lavish Lobo

Flat No.4/1 Pushpahal Society,

3/75 Balaji Nagar, Dhankavdi Pune - 411043

APPOINTMENT ORDER

Dear Lavisha,

With reference to your interview and subsequent discussion you had with us, the management is hereby pleased to appoint you at Rieco Industries Ltd with the following terms and conditions.

1. You will be designated as **Graduate Engineer Trainee (GET)**.
2. Your appointment will be effective from **14th December'2020**.
3. You will be placed in **M-10** Grade as per the salary structure of the company.
4. You will be on training & probation for an initial period of One Year from **14.12.2020** to **13.12.2021** at the end of which your services may be confirmed in writing, subject to satisfactory performance, conduct and attendance. You will continue to be on training & probation, until your confirmation is in writing.
5. You will be entitled to the following remuneration per month, subject to the express condition of fulfilment of service condition excluding statutory deductions:
 - a. Basic - **15,000/-**
 - b. HRA - **3,622/-**
 - c. Education Allowance - **800/-**
 - Total Gross Salary - **19,422/-**
6. You will also be receiving following benefits and allowances as a part of your CTC:
 - a. Provident Fund: 13% of the monthly basic salary will be contributed by the company towards your Provident fund account. A matching 12% deduction will made from your salary as the employee's contribution and shall be deposited to your provident fund account as per the EPFO rule, subject to its amendment.
 - b. Employee State Insurance: 3.25% of your gross salary will be contributed by the company for your ESI benefit, similarly 0.75% of your gross salary will deducted for the same as per the ESIC rule.
 - c. Leave Travel Allowance: Upon confirmation you will be entitled for LTA subject to the condition of fulfilment of service condition. It will be payable in April of the subsequent year.
 - d. Bonus: You will be receiving yearly bonus as per statutory compliance.
 - e. Gratuity: 4.81% of your monthly basic salary will be a part of your CTC which you will be entitle at the end of your employment subject to minimum five years of continuous service provided there are no misconduct reported.
 - f. GPA & GMC: you will be a part of Personal Accident Policy for individual and Medical Policy for self and dependents accordingly.

Head Office: 1162/2, Shivajinagar, behind Observatory
Pune - 411 005 India
www.rieco.com

REGIONAL OFFICES: NEW DELHI, MUMBAI, CHENNAI, KOLKATA

Phone: +91 20 25535584, 25535215
Fax: +91 20 25536545
Email: rieco@rieco.com
CIN: U24118MH1975plco18631
GSTN:27AAACR8217P12V



RIECO INDUSTRIES LIMITED

A Wholly Owned Subsidiary of Sudarshan Chemical Industries Limited

- g. You will be entitled for Performance Linked Variable pay as a part of your CTC. It will be payable after the completion of Financial Year subject to your performance.
7. Apart from the remuneration you will receive Rs. 1.5 Lakh as a Loyalty Bonus after the successful completion of your three years of continuous service.
 8. You will be on confirmation, be entitled to other allowance and benefits, which are applicable to our category of employees in the company and / or as per the statutory provisions in force.
 9. You will devote your full time to company's work and will not directly or indirectly take any other employment or work on any basis, while in our employment.
 10. During your employment with the company and thereafter, you will undertake not to divulge any of our secrets or the secrets of our associates and / or our Principals whose business we may be handling or contemplating to handle while you are in employment with us.
 11. You will not divulge any information belonging to the company and / or our Principals without our written consent. You might be required by the management to sign a contract in this respect if and when required by the Management. During the tenure of your service with the company, if at any time the Company has reasons to believe that you are carrying on or associated with activities which are detrimental to the interests of the company, your services are liable to be terminated forthwith without giving any reasons.
 12. You will have to work in any department of our organizations and will be liable to be transferred from one department to another in the organizations and you will have also to work for other firms, companies or businesses in which the organization has or may have any interest and for concerns under the management of Sudarshan Group of Companies without any extra remuneration.
 13. In the event you wish to leave the Company's service you will be required to serve to the Company, three months' notice or three month's salary lieu thereof. Likewise, the management will be at liberty to terminate your service with three months' notice or on payment of salary in lieu thereof.
 14. If you leave the Company's service without notice, the company will be at liberty to adjust against your salary and any other dues payable to you such as Bonus, Leave Travel Assistance etc.

If the terms and conditions as mentioned above are acceptable to you, please acknowledge to the copy of this Appointment Order as a token of your acceptance of its terms and conditions and revert to us.

For, RIECO INDUSTRIES LTD.

VIKAS RAMESHLAL BHATIA	Digitally signed by VIKAS RAMESHLAL BHATIA Date: 2020.12.21 19:43:06 +05'30'
Managing Director	

Head Office: 1162/2, Shivajinagar, behind Observatory
Pune - 411 005 India
www.rieco.com

REGIONAL OFFICES: NEW DELHI, MUMBAI, CHENNAI, KOLKATA

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Email: rieco@rieco.com
CIN: U24118MH1975plco18631
GSTN: 27AAACR8217P1ZV

2020 Batch
Mechanical Branch

Fwd: Congruex Asia Pacific LLP : Campus selections

2 messages

Mathew Roy <dir.tnp@mitaoe.ac.in>
To: tp2020all@mitaoe.ac.in

Wed, Jan 20, 2021 at 4:48 PM

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7	Satyam	Yogendra	Tripathi	B.E.	Mechanical	MITAOE
8	Shubham	B	Jungare	B.E.	E&TC	MITAOE

Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

We wish them all the best!!!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Fri, Feb 25, 2022 at 4:01 PM

On Wed, Jan 20, 2021, 3:37 PM Anil Kumar Pacha <anil.pacha@mitaoe.ac.in> wrote:
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Forwarding herewith the mail confirmation received from the company for your reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Rushikesh Choudhari <rushikesh.choudhari@mitwpu.edu.in>
Date: Wed, Jan 20, 2021 at 12:35 PM

Subject: Fwd: Result- Virtual Campus Drive Congruex Asia Pacific LLP
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Sir,

Sharing the final result of the Virtual campus Drive conducted by Congruex Asia.

Below is the list of final selected candidates and email communication.

Thank you so much for your understanding and support.

Thank you,
Rushikesh Choudhari
Manager-Industry Partnerships
Web: <https://mitwpu.edu.in>

----- Forwarded message -----

From: Rajput, Ajay <arajput@congruex.com>
Date: Wed, Jan 20, 2021 at 12:15 PM
Subject: Result- Virtual Campus Drive Congruex Asia Pacific LLP

Dear Rushikesh,

Congratulations !

We are pleased to announce final result of Virtual campus Drive.

Below is list of final selected candidates post final round of interviews. We will release their offer letters maximum by 27th Jan 2021.

Please ensure that candidate are joining as per given DOJ and following company's process and guidelines.

College Name	Candidate Name	Whatsapp Mobile Number	Personal Email ID	Qualification
MIT Pune	Poonam Gajanan Wagavkar	9156696813	wagavkarpoonam1998@gmail.com	ECE
MIT Pune	Ayush Na Kumar	9969356810	ayushkumar1499@gmail.com	ME
MIT Pune	Akshay Sharad Patil	9503798322	akshaypatil241298@gmail.com	ME
MIT Pune	Gayatri Raosaheb Jagadale	9112466891	grjagadale@mitaoe.ac.in	CE
MIT Pune	Ganesh Ramesh Gaikwad	9604287436	ganeshgaikwad4448@gmail.com	ME
MIT Pune	Omkar Pradyumna Badave	9637460218	omkarbadave1999@gmail.com	ME
MIT Pune	Navin Pradip Veer	9552648122	npveer@mitaoe.ac.in	ME
MIT Pune	Mohana Vasudeorao Tapre	7841998100	mvtapre@mitaoe.ac.in	ECE
MIT Pune	Shital Prakash Matte	7972750297	spmatte@mitaoe.ac.in	ME
MIT Pune	Satyam Yogendra Tripathi	9028098447	stripathi@mitaoe.ac.in	ME

MIT Pune	Chaitanya Hanmant Gangatirkar	7387266774	chgangatirkar@mitaoe.ac.in	ECE
MIT Pune	Abhishek Nitin Dahiwadikar	9604016059	andahiwadikar@gmail.com	ECE
MIT Pune	Nimish Nilesh Joshi	7387987916	nnjoshi@mitaoe.ac.in	ME
MIT Pune	Shubham B Jungare	8554003862	sbjungare@mitaoe.ac.in	ECE
MIT Pune	Samadhan Parmeshwar Rajgire	7722081100	sprajgire@mitaoe.ac.in	ME

Thanks,

Ajay Rajput | Sr. Corporate Recruiter |

Office | (+91) 0172-4962303

Email – arajput@congruex.com

Zone A, 12th Floor, Quark SEZ, Plot A-40 A,

Industrial Focal Point, Phase VIII B Extension,

Mohali-160059, Punjab, INDIA



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Fwd: Congruex Asia Pacific LLP : Campus selections

2 messages

Mathew Roy <dir.tnp@mitaoe.ac.in>
To: tp2020all@mitaoe.ac.in

Wed, Jan 20, 2021 at 4:48

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Remuneration offered by the company is Rs.2.75 lacs per annum CTC.

We wish them all the best!!!

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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Training & Placement

----- Forwarded message -----
From: Rushikesh Choudhari <rushikesh.choudhari@mitwpu.edu.in>
Date: Wed, Jan 20, 2021 at 12:35 PM

Fwd: B U Bhandari Auto Pvt. Ltd: Campus selection

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:29 PM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>

Date: Tue, Jan 19, 2021 at 3:59 PM

Subject: B U Bhandari Auto Pvt. Ltd: Campus selection

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

B U Bhandari Auto Pvt. Ltd., has selected one student of MITAOE - **Shital Matte** (B Tech Mechanical 2020 passed out batch)

Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: <hr@vw-bubhandari.co.in>

Date: Mon, Jan 18, 2021 at 5:41 PM

Subject: RE: MIT, Pune: List of interested students of 2020 batch

To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

They are finally selected and offer given to them.

Thanks and Regards,

Amol Dalvi

HR Manager

B U Bhandari Auto Pvt Ltd

Survey No.142, Mumbai - Bangalore Highway, Nr. Bhumkar Chowk,
Wakad, Pune - 411 057.

Mob : +91 08805303174

Off : 020-66757575

e-mail- : hr@vw-bubhandari.co.in ; amol.dalvi@vw-bubhandari.co.in ; punewakad.hrmanager@mgdealer.co.in

From: hr@vw-bubhandari.co.in [mailto:hr@vw-bubhandari.co.in]
Sent: 18/01/2021 1:01 PM
To: 'Dr. Hemant Mali'
Cc: 'MIT-WPU Engineering Placements'
Subject: RE: MIT, Pune: List of interested students of 2020 batch

Dear Sir,

Below two students are been shortlisted for tr. Sales Consultant profile.

Mr. Saurabh Giri

Ms. Shital Matte

Today two candidates attended the interview will share their feedback by tomorrow.

But the overall response was very poor from students even after giving them reminder calls and sms well in advance.

Thanks and Regards,

Amol Dalvi

HR Manager

B U Bhandari Auto Pvt Ltd

Survey No.142, Mumbai - Bangalore Highway, Nr. Bhumkar Chowk,
Wakad, Pune - 411 057.

Mob : +91 08805303174

Off : 020-66757575

e-mail- : hr@vw-bubhandari.co.in ; amol.dalvi@vw-bubhandari.co.in ; punewakad.hrmanager@mgdealer.co.in

Fwd: ASSA ABLOY : Campus selection

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:29 PM

To: Vikas Singh <vssingh@mitaoe.ac.in>

Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>

Date: Tue, Jan 19, 2021 at 4:10 PM

Subject: ASSA ABLOY : Campus selection

To: R Mathew <dir.tnp@mitaoe.ac.in>

Cc: Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Assa Abloy has selected one student of MITAOE - Tahir Ali, (B.Tech Mechanical, 2020 passed out batch) from the campus recruitment.

Remuneration offered by the company is Rs. 3.50 lacs per annum CTC.

Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: **Srivastava, Vartika** <Vartika.Srivastava@assaabloy.com>

Date: Tue, Jan 19, 2021 at 11:37 AM

Subject: Final selects

To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>, Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Dear Hemant,

Please find the final list of the students:

Status	Applicant	College
Selected	Tahir Ali	MIT, Academy of Engineering, Pune
Waitlisted	Shubham Manoj Kolhe	MIT,Pune (Main Campus)

Waitlisted	Praneet Sitaram	MIT,Pune (Main Campus)
Selected	Sarthak Koul	MIT, College of Engineering

Thanks and Regards,
Vartika Srivastava
HR Recruitment Executive

Regards,
Vartika Srivastava
HR Recruitment Executive
ASSA ABLOY, SAARC Region
E-mail: Vartika.Srivastava@assaabloy.com

Experience a safer and more open world
www.assaabloy.com

Offer Letter**Date:** 4th March, 2021

To,

Mayuri Sidramappa Katare,

Permanent Address: 11/26, Bhavanl Peth, Solapur 413002**Contact Details:** 7083789701**Dear Mayuri,**

K2V2 Technologies Pvt. Ltd. (Sell.Do) is pleased to extend you an offer as **Associate - Customer Success**. We strongly believe that your knowledge and expertise will be a great asset to the company.

Your Tentative Date of Joining will be **8th March 2021**.

Your agreed Annual CTC will be **395,731.00/-** The breakup of the same is in Annexure - I.

Clause:

1. The figure of Gross Salary given in Annexure - I will be considered for the Annual appraisal.
2. Company has full rights to terminate employment If it is found that the employee is working as consultant full time or part time with any other individual or company and company has rights to hold back 01 month gross salary as a penalty. Signing this offer letter confirms that you have accepted the position stated above and have confirmed the joining date to be **8th March 2021** with full understanding.
3. **Service Agreement** - You agree to enter into a Service Agreement with K2V2 Technologies Pvt. Ltd. for a duration of 1.5 years.
4. **Background Verification - K2V2 Technologies Pvt. Ltd. (Sell.Do)** adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided.

This will help us verify your 1) Education Credentials (Bachelor's Degree/Post Graduate Degree etc.) and 2) Employment Credentials

Note: Based on certain business requirement and statutory rules **K2V2 Technologies Pvt. Ltd. (Sell.Do)** may initiate certain additional checks during your tenure in **K2V2 Technologies Pvt. Ltd. (Sell.Do)** and by accepting this offer you agree to undergo such additional checks. **K2V2 Technologies Pvt. Ltd. (Sell.Do)** will not take any individual approval for the same. This offer stands valid subject to positive clearance of the Background Verification checks.

To accept this offer please sign at the bottom of the page indicating your acceptance and email the same back to us by 5th March 2021. We look forward to your response.

[Handwritten signature]

[Circular stamp]

[Handwritten signature]

List of Documents Required to be Submitted within 7 days of Signing of Offer Letter

You are required to share the soft copies of the following documents with us. In addition, you will have to produce original and one set of photocopies of the following documents at the time of joining.

- Present address proof
- Permanent address proof – 2 copies
- Aadhar Card – Mandatory – 3 copies
- Pan card – Mandatory – 2 copies
- 4 Passport Size Photos
- Relieving letter from previous employer (if applicable) *
- Certificate of last exam passed
- Salary slips of last three months if applicable or declaration of income in current financial year.
- EPF documents if applicable (UAN No).

*Some organizations issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department

ANNEXURE – I

	Monthly	Annual
Fixed Components		
Basic	11,666.67	140,000.00
HRA	4,666.67	56,000.00
Special Allowance	11,033.33	132,400.00
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
Gross Salary	29,166.67	350,000.00
Performance Bonus		35,000.00
Medical and Accidental Insurance		4,000
Gratuity		6,731
Total CTC		395,731.00
Less:		
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
Employee contribution (12% of Basic+Special Allowance)	1,800.00	21,600.00
Employer contribution (3.25% of fixed component)	-	-
Employee contribution (0.75% of fixed component)	-	-
Professional Tax	200	2,500

Note:

1. Income tax will be calculated at actual as per Income tax rule.
2. The above break up is based on prevailing statutory norms & is subject to revision with any change in the compliance law.
3. Bonus will be paid out annually based on performance review.

Sell.Do

Director



Accepted By

Mayuri Sidramappa Katare

K2V2 Technologies Private Limited

www.sell.do

Registered Office: 2nd & 3rd Floor, B No. 1/2, Near Hotel Holiday Inn, Above Maruti Suzuki Samankirti Cars, Mahalunge, Pune, Maharashtra - 411 051, INDIA Phone: +91 20 6689 9175

Pune • Mumbai • Bangalore • Delhi • Hyderabad • Chennai • Kolkata

Corporate Identity Number: U72900PN2019PTC102955 | Email: info@sell.do



Vikas Singh <vssingh@admin.maepune.ac.in>

Fwd: Offer Letter- 2020 mechanical

2 messages

Jayant Patkar <jdpatkar@mitaoe.ac.in>

Wed, Mar 24, 2021 at 10:03 AM

To: Sagar Mushan <sgmushan@mitaoe.ac.in>

Cc: "Dr. Shitalkumar A Jain" <dean.cr@mitaoe.ac.in>, "Mr. Prafulla Hatte" <dean.smce@mitaoe.ac.in>, Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, R Mathew <dir.tnp@mitaoe.ac.in>, "G.B.PHAD" <gbphad@admin.maepune.ac.in>, Vikas Singh <vssingh@admin.maepune.ac.in>

Dear Sir,

Dhanraj Kodam

2020 mechanical student

Placed in Rucha Engineering in R&D with 1.8 L stipend for a year and after that 3-4 L salary.

Thanks n regards

Jayant

----- Forwarded message -----

From: **Recruitment Rucha Group** <recruitment@ruchagroup.com>

Date: Tue, Mar 23, 2021, 6:03 PM

Subject: Fwd: Offer Letter

To: Jayant Patkar <jdpatkar@mitaoe.ac.in>

Dear Sir,

I forgot to add you in CC in the offer letter mail

FYI

You Can Consider This as an Official Offer Letter.

Thanks & Regards,

For rewarding career opportunities at Rucha; Kindly visit <http://ruchagroup.com> or www.yantrallp.com

----- Forwarded message -----

From: **Recruitment Rucha Group** <recruitment@ruchagroup.com>

Date: Mon, Mar 22, 2021 at 3:49 PM

Subject: Offer Letter

To: <dhanraj.kodam123@gmail.com>

Cc: Mohd Maroof <mamaroof@ruchagroup.com>

To,

Mr. Danraj Kodam

Subject: Offer Letter

Dear Mr. Dhanraj

459

With reference to your application & the subsequent Interview, you had with us on 04th March 2021 we are pleased to offer you the position of **R & D Engineer** (Off Role) in Rucha Yantra LLP, Shendra MIDC, Aurangabad (Maharashtra) on terms and conditions as mutually agreed.

You are advised to join us on or before **02nd April 2021** otherwise this offer stands cancelled. However, you are advised to join us at the earliest. A detailed letter of appointment will be issued to you on your joining with us.

Work Location - Rucha Yantra LLP,
C-5/9 Part-B, Five-star MIDC,
Shendra, Aurangabad-431201.

You are requested to bring along with you the following documents at the time of joining:

1. Documents/ Certificates of educational qualifications.
2. Three recent passport size photographs.
3. 1 photocopy of each document.
4. Bank Saving Account Details (Passbook Photocopy)
5. Photocopy Of PAN-Card
6. Proof of ID (Aadhar Card)

We look forward to your joining us and welcome you to the Rucha Group.

Thanks & Regards,

For rewarding career opportunities at Rucha; Kindly visit <http://ruchagroup.com> or www.yantrallp.com

DISCLAIMER: This message, including any attachments may contain proprietary, confidential and privileged information for the sole use of the intended recipient(s), and is protected by law. If you are not the intended recipient, please notify the sender immediately and destroy all copies of the original message and attachments, if any. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email or any action taken in reliance on this e-mail is strictly prohibited and may be unlawful. Rucha Engineers Pvt. Ltd (REPL) reserve the right to record, monitor, and inspect all email communications through its internal and external networks. Your messages can be subject to such lawful supervision as REPL deem necessary in order to protect their information, interests and reputation. REPL prohibit and may take steps to prevent their information systems from being used to view, store or forward offensive or discriminatory material. If this message contains such material, please report it to mis@ruchagroup.com. Please ensure you have adequate virus protection before you open or detach any documents from this transmission. REPL do not accept any liability for viruses.

Roy Mathew <dir.tnp@mitaoe.ac.in>
To: Vikas Singh <vssingh@admin.maepune.ac.in>

Wed, Mar 24, 2021 at 10:30 AM

[Quoted text hidden]

Fwd: Randstad India: campus Selections

1 message

Wed, Mar 2, 2022 at 3:21 PM

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Tue, Mar 30, 2021 at 11:31 AM
Subject: Randstad India: campus Selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Randstad Technologies India has selected the following 2020 passed out batch students of MITAOE, from the virtual campus recruitment process:

1. Aditi Bhaskar Kadhao - B Tech - I.T
2. Amit Vijayrao Deshmukh - B Tech -Computer
3. Priyanka Dayanand Suryavanshi - B Tech - Mechanical
4. Zaid Asif Shaikh - B Tech - Mechanical

Remuneration offered by the company is Rs. 2.50 Lacs per annum CTC.
Forwarding herewith the communication received from the company for reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Divyesh Patil <divyesh.p@randstad.in>
Date: Fri, Mar 26, 2021 at 7:39 PM
Subject: Re: MIT Pune : List of interested students
To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi MIT-WPU and Mr. Hemant,

Glad to share the list of Selected students and are processed for further Background Verifications

Please tell them to keep the below **System Configuration laptop ready before 31st March 2021 for the offer to stand valid**

i5 processor
8GB RAM
Windows 10

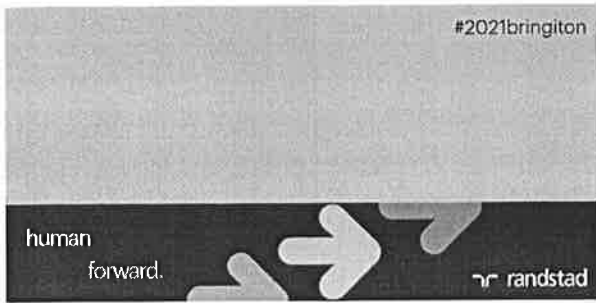
S No	Candidate Name	College Name	Status
1	Aayesha Mahiboob Shaikh	MIT, Pune	Selected
2	Aditi Bhaskar Kadhao	MIT, Pune	Selected
3	Amit Vijayrao Deshmukh	MIT, Pune	Selected
4	Priyanka Dayanand Suryavanshi	MIT, Pune	Selected
5	Yash Shyam Agrawal	MIT, Pune	Selected
6	Zaid Asif Shaikh	MIT, Pune	Selected

Good to know you,

Divyesh Patil
City Sales Manager, Randstad Technologies | Mobile:+91 88280 94729
LinkedIn: <https://www.linkedin.com/in/divyeshpatil/>

Randstad India www.randstad.in
8th Amar Avinash Corporation, Bund Garden Road, Agarkar Nagar, Pune Maharashtra- 411001. INDIA

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| technology



Fwd: Randstad India: campus Selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:21 PM

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 Date: Tue, Mar 30, 2021 at 11:31 AM
 Subject: Randstad India: campus Selections
 To: R Mathew <dir.tnp@mitaoe.ac.in>
 Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

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1. Aditi Bhaskar Kadhao - B Tech - I.T
2. Amit Vijayrao Deshmukh - B Tech - Computer
3. Priyanka Dayanand Suryavanshi - B Tech - Mechanical
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Regards,

Anil Kumar Pacha
 Training & Placement

----- Forwarded message -----

From: Divyesh Patil <divyesh.p@randstad.in>
 Date: Fri, Mar 26, 2021 at 7:39 PM
 Subject: Re: MIT Pune : List of interested students
 To: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>
 Cc: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>

Hi MIT-WPU and Mr. Hemant,

Glad to share the list of Selected students and are processed for further Background Verifications

Please tell them to keep the below **System Configuration laptop ready before 31st March 2021 for the offer to stand valid**

i5 processor
 8GB RAM
 Windows 10

S No	Candidate Name	College Name	Status
1	Aayesha Mahibooob Shaikh	MIT, Pune	Selected
2	Aditi Bhaskar Kadhao	MIT, Pune	Selected
3	Amit Vijayrao Deshmukh	MIT, Pune	Selected
4	Priyanka Dayanand Suryavanshi	MIT, Pune	Selected
5	Yash Shyam Agrawal	MIT, Pune	Selected
6	Zaid Asif Shaikh	MIT, Pune	Selected

Good to know you,

Divyesh Patil
 City Sales Manager, Randstad Technologies | Mobile: +91 88280 94729
 LinkedIn: <https://www.linkedin.com/in/divyeshpatil/>

Randstad India www.randstad.in
 8th Amar Avinash Corporation, Bund Garden Road, Agarkar Nagar, Pune Maharashtra- 411001. INDIA

randstad technologies | experts
 | powering
 | technology

462



WIKAI Instruments India Pvt. Ltd.

Registered Office: Plot No. 40, Gat. No. 94, Hi-Cliff Industrial Estate, Village Kesnand, Pune - 412 207.
Tel.: 0091-20-66293200, 66293227 (D) Fax: 020-66233326 E-mail: ranjit.bhosale@wika.com

Date: 22.03.2021

To,
Mr. Pawankumar Laxman Yadav,
Flat no 203, Asopalav B - Complex,
Jamna Nagar, Gundlav, Valsad,
Gujrat 396035

Dear **Mr. Pawankumar Laxman Yadav,**

This refers to the interview you had attended for the post of "**Management Trainee**" Pune Office; we are pleased to offer you the position of "**Management Trainee**" on the following terms & conditions.

1. You have joined our Organization on 22.03.2021
2. You will be on training for a period of **One Year**, from 22.03.2021 to 21.03.2022. This period may be extended at the Company's discretion. During the Training period your services are liable to terminate without any notice or without assigning any reason.
3. You will be designated as "**Management Trainee**" with the following monthly emoluments:

Basic	Rs.11,500
HRA	Rs.5,750
Conveyance	Rs.3,450
Entertainment Allowance	Rs.1,900
Child Education Allowance	Rs.400
Gross Salary	Rs.23,000

4. You shall be entitled to 12% of our Basic salary towards Provident Fund as Companies contribution from the date of your joining the service in our Organization.
5. After completion of **One Year** training, if your services are not terminated in writing, it will stand automatically terminated at the expiry of the above mentioned date i.e. on 21.03.2022.
6. You will work in any of the shifts; place wherever office activities are spread over any department of the company assigned to you from time to time as temporary things fit. You will be subject to Company's service rules.
7. Even though your designation is "**Management Trainee**" you will not refuse to carry out any other work assigned to you from time to time.

*OK checked
Jitendra*

Ranjit Bhosale

462

M-Tech - Mechanical
2020 Batch

WIKA Instruments India Pvt. Ltd.



Registered Office: Plot No. 40, Gat. No. 94, Hi-Cliff Industrial Estate, Village Kesnand, Pune - 412 207.
Tel.: 0091-20-66293200, 66293227 (D) Fax: 020-86233325 E-mail: ranjit.bhosale@wika.com

Please confirm the acceptance of the terms and conditions by signing the duplicate copy of this letter.

Thanking you.

Yours faithfully
For WIKAI Instruments India Pvt. Ltd.

Ranjit Bhosale

Ranjit Bhosale.
General Manager - HR & Admin

Above terms & conditions are accepted!

Pawankumar

Signature
Pawankumar Laxman Yadav

Fwd: Eaton Technologies: Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:18 PM

----- Forwarded message -----

From: **Anil Kumar Pacha** <anil.pacha@mitaoe.ac.in>
Date: Mon, Apr 12, 2021 at 5:06 PM
Subject: Eaton Technologies: Campus selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

Dear Sir,

Eaton Technologies has selected the following 2020 passed-out batch students of MITAOE, from the campus recruitment process conducted for the third time:

1. Ankita Dixit - B.Tech - Mechanical
2. Atharva Dhokte - B.Tech Mechanical
3. Rohit Poduwal - B.Tech Mechanical

Remuneration offered by the company is Rs.6.25 Lacs per annum CTC.
Forwarding herewith the confirmation mail received from the company for reference.

Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: **Kulkarni, Seema** <SeemaKulkarni@eaton.com>
Date: Fri, Apr 9, 2021 at 1:29 PM
Subject: RE: [EXTERNAL] MIT,Pune: List of interested students for Eaton (2020 graduates)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Sir,

Thank you for all the support institute has extended for off campus drive. We are happy to share that below candidates have been selected through drive and we will soon start their onboarding process:

Sr. No	Stream	Shortlisted candidate name
1	Mechanical	Atharva Dhokte

2	Electronics	Siddhesh Mehta
3	Mechanical	Rohit Madhusoothanan Poduwal
4	Mechanical	Shubham Somani
5	Mechanical	Sharayu Pawar
6	Mechanical	Ankita Dixit

Regards,

Seema Kulkarni

University Relations

Fwd: Eaton Technologies: Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

Wed, Mar 2, 2022 at 3:1

----- Forwarded message -----

From: Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
Date: Mon, Apr 12, 2021 at 5:06 PM
Subject: Eaton Technologies: Campus selections
To: R Mathew <dir.tnp@mitaoe.ac.in>
Cc: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>, Dr. Shitalkumar Jain <deputydirector.cr@mitaoe.ac.in>, Mahesh Goudar <Director@mitaoe.ac.in>

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Training & Placement

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1	Mechanical	Atharva Dhokte

Fwd: Eaton Technologies: Campus selections

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
To: Vikas Singh <vssingh@mitaoe.ac.in>
Cc: "Dr. Shitalkumar Jain" <deputydirector.cr@mitaoe.ac.in>

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Regards,

Anil Kumar Pacha
Training & Placement

----- Forwarded message -----

From: Kulkarni, Seema <SeemaKulkarni@eaton.com>
Date: Fri, Apr 9, 2021 at 1:29 PM
Subject: RE: [EXTERNAL] MIT,Pune: List of interested students for Eaton (2020 graduates)
To: Dr. Hemant Mali <hemant.mali@mitwpu.edu.in>
Cc: MIT-WPU Engineering Placements <engg.placements@mitwpu.edu.in>

Hello Sir,

Thank you for all the support institute has extended for off campus drive. We are happy to share that below candidates have been selected through drive and we will soon start their onboarding process:

Sr. No	Stream	Shortlisted candidate name
1	Mechanical	Atharva Dhokte

**OFFER LETTER**

Date: 29-10-2021

Dear **Saurav Vasant Patil**,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of **Business Development Associate - Sales**, with effect from **02-11-2021**. This role involves Direct Sales and you are expected to operate out of the specified Work Location.

Employment Details

Department	:	Business Development
Employment Type	:	Regular
Designation	:	Business Development Associate- Sales
Work Location	:	Byjus - Pune
Onboarding Date/Time	:	02-11-2021 (2:00 PM)
Reporting Location	:	BYJU'S, 4th Floor, Pentagon 5, Magarpatta City Township Hadapsar, Pune

Compensation Details

You will be offered a total compensation of INR 10,00,000 LPA which includes the following components:

Fixed Compensation	:	INR 5,00,000/-
Variable Compensation	:	INR 3,00,000/-
Direct Sales Allowance	:	INR 2,00,000/-

Details about the Direct Sales Allowance & Variable Compensation will be communicated to you post your joining the Company. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source (which will be governed by the taxation laws of the country)
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions


You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued after your joining. You are requested to join the services of the Company no later than **02-11-2021**, failing which you may consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

To accept the offer, kindly sign the document digitally and submit.

Best Regards,

Human Resources
Think & Learn Pvt. Ltd.

Your Signature: 

भारतीय गैर न्यायिक

एक सौ रुपये

Rs. 100

ONE
HUNDRED RUPEES

100



सत्यमेव जयते

भारत INDIA
INDIAN NON JUDICIAL



महाराष्ट्र MAHARASHTRA

2019 20 MAY 2021

WC 198832



Treasury Officer
Kalyan

:- AFFIDAVIT :-

10 MAY 2021

I, Mr. Saurav Vasant Patil, S/o Mr. Vasant Santosh Patil, Age. 22, Occu. Service. RIO, BhadeChawl, Shankar Mandir Road, At. PO. Tal:- Murbad, Dist:-Thane 421401, do hereby solemnly affirm and declare as under:-

That I am permanently residing on the above given address since long. My previous name was Anil Vasant Bagul. According to registration No. U-48792 and X-78229, my name was changed to Saurav Vasant Patil instead of Anil Vasant Bagul by announcing it in the Government Gazette part two from November 28 to December 5, 2013 and 27th Feb 5th Mar 2014



जुने नाव व नोंदणी क्रमांक / OLD NAME WITH REGISTRATION No.	नवीन नाव व पत्ता / NEW NAME AND ADDRESS	जुने नाव व नोंदणी क्रमांक / OLD NAME WITH REGISTRATION No.	नवीन नाव व पत्ता / NEW NAME AND ADDRESS
सुप्रिया प्रकाश पांडव (एक्स-७८२२२)	श्री. सुप्रिया शैलेश नाईक मु. पो. ता. माणगाव विकास कौलनी, दत्तगनगिरी अपार्टमेंट, बी-विंग, रूम नं. १०२, जि. रावणड ४०२ १२२.	Atmaram Sharma (X-78233)	Chandrikaprasad Sharma Ramlakhan Chawl, Santaacruz (W.), Mumbai 40
संजय हिरालाल भोपलावद (एक्स-७८२२३)	संजय हिरालाल भोपलावत पंचशिलनगर, सेक्टर हिल हॉस्पिटलच्या मागे, धरोळ-मरोशी रोड, अंधेरी (पू.), मुंबई ४०० ०५९.	प्रमिला काशिनाथ पवार (एक्स-७८२३४)	प्रमिला संजय जाधव मु. वाशिंद, ता. शहापूर, जि. ठाणे ४२१ ६०९.
Snehal Bhanwarlal Jain. (X-78224)	Snehal Bhanwarlal Jain A-301, Poonam Astral Building, Tirupatinagar, Phase-I, Virar (W.), Thane 401 303.	सुलभा बारकू तांदे (एक्स-७८२३५)	सुलभा नरेंद्र जाधव मु. वाशिंद, ता. शहापूर, जि. ठाणे ४२१ ६०९.
Akshaybar Zhinku Maurya. (X-78225)	Ramakshaybar Zhinku Maurya. A-5/1, Jai Durga Co-op. Hsg. Society, Netaji Nagar, Kujupada, Mumbai 400 072.	मीनाबाई विजय मुरुडकार (एक्स-७८२३६)	विना विजय मुरुडकार आप्रीपाडा, वि. आय.टी. चाळ क रूम नं. ३३, माधवराव गांगण मा मुंबई ४०० ०९९.
छाया विठ्ठल नवघणे (एक्स-७८२२६)	छाया गुरुनाथ कदम ८/५५, सिमजी नागजी चाळ, सेनापती बापट मार्ग, लोअर परेल (प.), मुंबई ४०० ०९३.	प्रसाद आनंदा बागुल (एक्स-७८२३७)	प्रसाद अनंत बागुल मुक्काम अजनाळे, पोस्ट पाडळदे तालुका धुळे, जिल्हा धुळे ४२४ ३६
Pranav Rajesh Sankpal. (X-78227)	Pranav Rajesh Sakpal C/o.-Rajesh Govind Sakpal, 4409, Panchagana Building, 4th Floor, Lower Parel, Mumbai 400 013.	सुरेखा आनंदा बागुल (एक्स-७८२३८)	सुरेखा अनंत बागुल मुक्काम अजनाळे, पोस्ट पाडळदे तालुका धुळे, जिल्हा धुळे ४२४ ३६
Jethmal Pukhraj Jain (X-78228)	Jethmal Pukhraj Gohel 1/B, Kesavji Nagar, Grd. Floor, Bhatta Pada Road, Block No. 1B, Bhandup, Mumbai 400 078.	विमलबाई आनंदा बागुल (एक्स-७८२३९)	विमल अनंत बागुल मुक्काम अजनाळे, पोस्ट पाडळदे तालुका धुळे, जिल्हा धुळे ४२४ ३६
अनिल वसंत पाटील (एक्स-७८२२९)	सौरव वसंत पाटील द्वारा-वसंत संतोष पाटील, भटे चाळ, शंकर मंदिराजवळ, मु. पो. ता. मुरबाड, जि. ठाणे ४२१ ४०९.	Janobeeya Mohd. Shueb Ansari. (X-78240)	Zanobiya Mohd. Shueb Ansari Near Apnalaya Youth Cen Plot No. 18/B/108, Lotus O Shivaji Nagar, Govandi, Mumbai 400 043.
विनोद बबन सकपाळ (एक्स-७८२३०)	विनोद बबन सकपाळ १७/८३, टाईप, तेजोमय को-ऑप. ही. सोसायटी, प्लॉट नं. ३-१२, ३-११६, से.-७, न्यू पनवेल (पू.), पनवेल ४१० २०६.	कadir Ahmed Bashir Khan. (X-78241)	Kadir Ahmed Bashir Ahr Shaikh. Swadeshi Mill Chawl No. 1 Room No. 61, S. M. Road, Chunabhatti, Mumbai 400
Zubaida Abdul Rahman. (X-78231)	Zubaida Abdul Rahman Siddique. Kanti Nagar, Harun Compound, Pipe Line, Kurla, Mumbai 400 070.	Irfan Ahmad M Khan (X-78242)	Irfan Makbul Khan Near Kokani Masjid, Plot No. 21/S/1, Shivaji Na Govandi, Mumbai 400 043
Nafisa Mohammedi Tinwala. (X-78232)	Nafisa Mohammedi Jawrawala. 168, Pathk Bldg., 1st Floor, Room No. 8, Grant Road.	Meharajun Nisha Irfan Khan. (X-78243)	Amina Irfan Khan Plot No. 21/S/1, Ajmeri Ca Shivaji Nagar, Govandi, Mumbai 400 043.
		Rupali Bhagawan Parab. (X-78244)	Rupali Abhishek Parab Adiraj Laxmi Enclave Bldg B-Wing, Flat No. 304, Nite Gaon, Nallasopara (W.), Thane 401 203.
		भक्ती विष्णू शेट्टे (एक्स-७८२४५)	रेणुका विष्णू शेट्टे (एक्स-७८२४६)

*** Private & Confidential ***

Bosch Limited
3rd Floor, Godrej Millennium,
9, Koregaon Park Road,
Pune - 411 001, India.
www.boschindia.com
Phone: 020 - 6725 4700
Fax : 020 - 6725 4759

PAN AAACM 9840 P
CIN : L85110KA1951PLC000761

Mr. Patil Kunal Sudhakar,
Plot No 8, opp shraddha colony,
nandanvan nagar, Jalgaon,
Maharashtra, 425001

Your ref/date

Our Ref:

Date:

RBIN/HRL-M

21.05.2021

National Apprentice Promotional Scheme (NAPS) - 2021-2022

Dear Mr. Patil Kunal Sudhakar,

We are pleased to offer you apprenticeship training as **Graduate Engineer Trainee** at Bosch Limited, PUNE ('**Company**'), under the provisions of National Apprentice Promotional Scheme (NAPS) and Apprentices Act 1961, as amended from time to time. Your training will start from 09.06.2021 and shall be for a fixed period of one year, ending on 08.06.2022

This offer letter is provisional, subject to you being declared medically fit by the Company's Medical Officer.

1. During the training period, your stipend will be as follows:

Particulars	INR Per annum
Consolidated Stipend	INR 264000
*Group Personal Accident Insurance	658/-
Total	INR 264658

*is paid by the Company directly

Apart from the consolidated stipend as mentioned aforesaid, you shall not be entitled for any other amounts, allowances, perks or benefits.

Mr. Patil Kunal Sudhakar
HRL-M /21.05.2021

2. This apprenticeship training is a full time engagement and you are not allowed to accept any other employment or undertake any work or service, directly or indirectly, either part-time, honorary or otherwise or carry on any business.
3. Your engagement as Graduate Engineer Trainee" will automatically cease at the end of the stipulated period of your apprenticeship training as mentioned aforesaid. Company shall have no obligation whatsoever to either extend the period of engagement or offer you any permanent employment with the Company.
4. You will be governed and shall abide by the Company's rules and regulations as applicable and in force from time to time. You will be entitled to the leave benefits subject to terms and conditions as per the prevailing leave policy for apprentices.
5. This offer is made on the understanding that all the information given by you to the Company is adequate, correct and fulfills the eligibility criteria mentioned to you during the campus recruitment process. If it is found at any time that any information given by you is incomplete, incorrect, untrue or you have suppressed any information, the Company will have the right to withdraw this letter before you commence your training or to terminate your training, at any time, without any notice or compensation, in case you have started the training with us. Company shall also have a right to recover from you the stipend already paid to you, if any.
6. You shall keep confidential all information that you may receive orally, in writing or otherwise of the Company including in respect of Company's business, its customers, suppliers, service providers, products etc. during the course of your training as confidential. Confidential information shall include all information which is not in public domain and which if disclosed may adversely impact the Company.

You are restricted from copying or removing any confidential / proprietary information of the Company outside the Company premises without prior written permission from the management.

Disclosure of confidential information at any point of time shall make you liable to pay compensation, damages to the Company.

You shall use Confidential information in relation to the Company's business only for the purpose of your training. All such information should not be used by you for any of your subsequent employments or businesses. Your obligations in respect of Company's confidential information shall be in perpetual.

7. All rights in any intellectual property, invention, development, improvement in process that you might create or cause whilst engaged with the Company shall exclusively vest with the Company. You shall execute all such documents as may be required in law to formally assign the rights to the Company. The stipend paid by the Company shall be deemed to be an adequate consideration for such assignments.



Mr. Patil Kunal Sudhakar
HRL-M /21.05.2021

8. In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us duly filled in.
9. We would be conducting a background and reference check on the information submitted by you. Your engagement with us is contingent upon satisfactory report on the background check conducted by our Company's approved agency.
10. Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.
11. Please report to us on 09.06.2021 at 8:45am. In case you do not report for Apprenticeship by 09.06.2021, this offer letter shall stand withdrawn.

Yours faithfully,
for Bosch Limited,

pki, BOSCH, Digitally signed by pki,
BOSCH, APAC, S, U,
APAC, S, U, SUDARSHAN
SUDARSHAN Date: 2021.05.22
17:44:25 +05'30'
(Sudarshan P)
Senior General Manager
(Human Resources)

pki, BOSCH, Digitally signed
by pki, BOSCH,
APAC, S, A, APAC, S, A,
Sarang.Ayachit
chit Date: 2021.05.21
18:30:10 +05'30'
Sarang Ayachit
Deputy Manager
(Human Resources)

I have read and understood and hereby consent to all the above terms and conditions.

(Signature of the Candidate)

(Date)



Mr. Patil Kunal Sudhakar
HRL-M /21.05.2021

In addition to the terms and conditions, you are also required to bring the following **original certificates**, on the day of your joining duty:

1. Proof of age.
2. Acknowledged Copy of the appointment letter.
3. Bank Details, Cancelled cheque leaf and Pan Card
4. Pending documents, not uploaded in the onboarding portal

On the day of your joining, please report at 9:00 am at the following address to complete other formalities.

Bosch Limited,
Koregaon Park Road,
Vasani Nagar
Pune, Maharashtra
Pin code: 411001

HRL-M Dept.

Fwd: BYJu's_CAMPUS RECRUITMENT DRIVE FINAL SELECTS 2020 batch

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Fri, Mar 25, 2022 at 12:28 PM

----- Forwarded message -----

From: Vibhor Mehrotra <vibhor.mehrotra@byjus.com>
 Date: Sun, Jun 13, 2021 at 2:01 PM
 Subject: CAMPUS RECRUITMENT DRIVE FINAL SELECTS
 To: <hemant.mali@mitwpu.edu.in>
 Cc: Srikanth D <srikantha.d@byjus.com>

Hi,

Please find the below mentioned candidates who are final selects.

Aniket Dhanjode	aniket2dhanjode@gmail.com	amdhanjode@mitaoe.ac.in	9823287178
Sarthak sinha	sarthak.sinha4n@gmail.com	sinhayash.sinha@gmail.com	8806123007
Chaitanya Bajoria	chaitanyaaabajoria@gmail.com	chinubajoria19@gmail.com	9284431538
Pritam Akangire	peakangire@mitaoe.ac.in	pritamakangire@gmail.com	7768939577
Anand Shrotri	ashrotri7@gmail.com	vashrotri@gmail.com	7972445218
Jayprakash Umap	jdumap@mitaoe.ac.in	umapjayprakash@gmail.com	7058042872
Omkar Mane	omkarmane791999@gmail.com	omkarmane791999@gmail.com	7021083164
Shallesh Kirne	sdkirne@mitaoe.ac.in	shalleshkirne78@gmail.com	7020218740
Shubham Patil	patilsn@mitaoe.ac.in	shubham121699@gmail.com	7715054843
Sammed Ranadive	sammedsr@gmail.com	ssranadive@mitaoe.ac.in	7774822024
Shubham Saboo	shubham123saboo@gmail.com	1032170323@mitwpu.edu.in	9673665533
Suraj Joshi	surajjoshi@mitaoe.ac.in	surajjoshi7591@gmail.com	7798807737
Ashank Singh	singhashank12@gmail.com	aasingh@mitaoe.ac.in	8108512222

Vibhor Mehrotra
 Sales Development Manager

M +91 7007892652

E vibhor.mehrotra@byjus.com



www.byjus.com



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Byju's Selected students_MITWPU Pune.xlsx
11K

Fwd: BYJu's_CAMPUS RECRUITMENT DRIVE FINAL SELECTS 2020 batch

1 message

Anil Kumar Pacha <anil.pacha@mitaoe.ac.in>
 To: Vikas Singh <vssingh@mitaoe.ac.in>
 Cc: Gangadhar Phad <gangadhar.phad@mitaoe.ac.in>

Fri, Mar 25, 2022 at 12:28 PM

----- Forwarded message -----

From: Vibhor Mehrotra <vibhor.mehrotra@byjus.com>
 Date: Sun, Jun 13, 2021 at 2:01 PM
 Subject: CAMPUS RECRUITMENT DRIVE FINAL SELECTS
 To: <hemant.mali@mitwpu.edu.in>
 Cc: Srikanth D <srikantha.d@byjus.com>

Hi,

Please find the below mentioned candidates who are final selects.

Aniket Dhanjode	aniket2dhanjode@gmail.com	amchanjode@mitaoe.ac.in	9823287178
Sarthak sinha	sarthak.sinha4n@gmail.com	sinhayash.sinha@gmail.com	8806123007
Chaitanya Bajoria	chaitanyaaabajoria@gmail.com	chinubajoria19@gmail.com	9284431538
Pritam Akangire	peakangire@mitaoe.ac.in	pritamakangire@gmail.com	7768939577
Anand Shrotri	ashrotri7@gmail.com	vashrotri@gmail.com	7972445218
Jayprakash Umap	jdumap@mitaoe.ac.in	umapjayprakash@gmail.com	7058042872
Omkar Mane	omkarmane791999@gmail.com	omkarmane791999@gmail.com	7021083164
Shailesh Kirne	sdkirne@mitaoe.ac.in	shaileshkirne78@gmail.com	7020218740
Shubham Patil	patilsh@mitaoe.ac.in	shubham121699@gmail.com	7715054843
Sammed Ranadive	sammeds@gmail.com	ssranadive@mitaoe.ac.in	7774822024
Shubham Saboo	shubham123saboo@gmail.com	1032170323@mitwpu.edu.in	9673665533
Suraj Joshi	surajjoshi@mitaoe.ac.in	surajjoshi7591@gmail.com	7796807737
Ashank Singh	singhashank12@gmail.com	asingsh@mitaoe.ac.in	8108512222

Vibhor Mehrotra
 Sales Development Manager

M +91 7007892652

E vibhor.mehrotra@byjus.com

BYJU'S

www.byjus.com



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communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

470 Mech
BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION)

(An Autonomous Body Under Ministry of Human Resource Development, Department of Higher Education, Government of India)

2nd Floor, Administrative Building, ATI Campus, V.N. Purav Marg, Sion, Mumbai - 400022

Phone No: 022 - 24055635 / 24053682 Fax No: 022-2405 5923 Email: placement.boatwr@gmail.com

Website: http://www.mhrdnats.gov.in/



APPRENTICESHIP CONTRACT REGISTRATION FORM

APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age	
Prachi Kashyap	Female	07-May-1998	23	
Father / Mother Name	Enrollment Number	Caste	PWD	
Sharda	WMHG006200607597	OTHERS	NO	
Address for Communication		Mobile Number	Email Address	
Thakur Niwas Plot no.93, Amravati		7030880165	prachikashyap165@gmail.com	
Amravati, AMRAVATI				
MAHARASHTRA - 444604				

EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
MIT ACADEMY OF ENGINEERING, ALANDI, PUNE	0220170183	Jun-2020	Graduate in MECHANICAL ENGINEERING

TRAINING DETAILS

Training start date	Period of Training	Stipend Rs. per month	The apprentice would be undergoing training under section 22 (1)
29-Jun-2021	12 Months	25000.0	
Contract Regn. No.	Approved On	Approved By	
WMHGP21006001185	14-Dec-2021	mhgofficer2	

NAME AND ADDRESS OF THE EMPLOYER

JCB INDIA LIMITED - WMHPUP000633
Talegaon MIDC Navlakh Umbhre Road, Ambi Village, Talegaon Dabhade
PUNE, MAHARASHTRA - 410507

We, the Employer, Apprentice hereby declare that we have read the contents of the Apprenticeship Contracts as per the Apprenticeship Rules, 1962, as amended from time to time and agree to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration and Termination of Contract are binding on us. According to the apprentice, it is inferred, that the apprentice has not undergone apprenticeship training elsewhere or had work. We will impart Apprenticeship training according to the approved training module/programme.

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship -3.

NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.
IP address of Establishment submitting this request: 172.31.3.254 IP address of student accepting this request: NA

TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE AND TECHNICIAN APPRENTICES

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
2. It shall not be obligatory on part of the employer to offer any employment to the apprentice on successfully completing the apprenticeship training in their establishment nor shall it be obligatory on part of the apprentice to accept an employment under the employer
NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the Central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
(v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
(vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
(vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
(ii) Every employer is required to formulate a "Training Programme" for the training of Graduate/Technician apprentices and get it approved by the respective Regional Central Apprentice Adviser
(iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate/Technician Apprentice shall work according to the normal hours of work of the department in the establishment to which they are attached for training. Leaves for apprentices will be guided by the training establishments leave policy.
(ii) The stipend of a particular month shall be paid on or before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference

471 - Mech



Vikas Singh <vssingh@mitaoe.ac.in>

Re: SACHA Engineering _Campus Recruitment 2021

Vikas Singh <vssingh@mitaoe.ac.in>

Fri, Oct 1, 2021 at 9:48 AM

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

----- Forwarded message -----

From: R Asha <Asha.Ramanjaneya@sacha.engineering>

Date: Wed, Sep 29, 2021 at 10:09 AM

Subject: RE: SACHA Engineering _Campus Recruitment 2021

To: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

Cc: vssingh@mitaoe.ac.in <vssingh@mitaoe.ac.in>, Flavia Ross <flavia.ross@sacha.engineering>

Dear Sir,

We have selected below students and shared the Offer letter with them today. They will be joining on Monday 04th October 2021 in our Pune Office.

- Deepali Gopale
- Omkar Sanap
- Priyanka Dayanand Suryavanshi

Thanks for your support.

Regards,

Asha

From: Pramod Dastoorkar Head Corporate Relation - MITAOE <dastoorkarpp@mitaoe.ac.in>

Sent: 21 September 2021 09:45

To: R Asha <Asha.Ramanjaneya@sacha.engineering>

Cc: vssingh@mitaoe.ac.in

Subject: Re: SACHA Engineering _Campus Recruitment 2021

CAUTION: This email originated outside SACHA

Dear Madam,

Please find attached new list student with CVS

kindly keep us updated process

Thank You

Offer Letter

Date: 4th March, 2021

To,

Mayuri Sidramappa Katore,

Permanent Address: 11/26, Bhavanl Peth, Solapur 413002

Contact Details: 7083789701

Dear Mayuri,

K2V2 Technologies Pvt. Ltd. (Sell.Do) is pleased to extend you an offer as **Associate - Customer Success**. We strongly believe that your knowledge and expertise will be a great asset to the company.

Your Tentative Date of Joining will be **8th March 2021**.

Your agreed Annual CTC will be **395,731.00/-** The breakup of the same is in Annexure - I.

Clause:

1. The figure of Gross Salary given in Annexure - I will be considered for the Annual appraisal.
2. Company has full rights to terminate employment if it is found that the employee is working as consultant full time or part time with any other individual or company and company has rights to hold back 01 month gross salary as a penalty. Signing this offer letter confirms that you have accepted the position stated above and have confirmed the joining date to be **8th March 2021** with full understanding.
3. **Service Agreement** - You agree to enter into a Service Agreement with K2V2 Technologies Pvt. Ltd. for a duration of 1.5 years.
4. **Background Verification** - **K2V2 Technologies Pvt. Ltd. (Sell.Do)** adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided.

This will help us verify your 1) Education Credentials (Bachelor's Degree/Post Graduate Degree etc.) and 2) Employment Credentials

Note: Based on certain business requirement and statutory rules **K2V2 Technologies Pvt. Ltd. (Sell.Do)** may initiate certain additional checks during your tenure in **K2V2 Technologies Pvt. Ltd. (Sell.Do)** and by accepting this offer you agree to undergo such additional checks. **K2V2 Technologies Pvt. Ltd. (Sell.Do)** will not take any individual approval for the same. This offer stands valid subject to positive clearance of the Background Verification checks.

To accept this offer please sign at the bottom of the page indicating your acceptance and email the same back to us by 5th March 2021. We look forward to your response.



M. Katore

K2V2 Technologies Private Limited

www.sell.do

Registered Office: 2nd & 3rd Floor, H.No. 1/2, Near Hotel Holiday Inn, Above Maruti Suzuki Sumanlaxmi Cars, Mahalunge, Pune, Maharashtra - 411 052, INDIA. Phone: +91 20 6689 9175

Pune • Mumbai • Bangalore • Delhi • Hyderabad • Chennai • Kolkata

Corporate Identity Number : U72900MH2016PTC02955 | Email : info@sell.do

List of Documents Required to be Submitted within 7 days of Signing of Offer Letter. Market Smarter, Sell Faster.

You are required to share the soft copies of the following documents with us. In addition, you will have to produce original and one set of photocopies of the following documents at the time of joining.

- Present address proof
- Permanent address proof – 2 copies
- Aadhar Card – Mandatory – 3 copies
- Pan card – Mandatory – 2 copies
- 4 Passport Size Photos
- Relieving letter from previous employer (if applicable) *
- Certificate of last exam passed
- Salary slips of last three months if applicable or declaration of income in current financial year.
- EPF documents if applicable (UAN No).

*Some organizations issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department

ANNEXURE – I

Fixed Components	Monthly	Annual
Basic	11,666.67	140,000.00
HRA	4,666.67	56,000.00
Special Allowance	11,033.33	132,400.00
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
Gross Salary	29,166.67	350,000.00
Performance Bonus		35,000.00
Medical and Accidental Insurance		4,000
Gratuity		6,731
Total CTC		395,731.00
Less:		
Employer's contribution to PF (12% of Basic+Special Allowance)	1,800.00	21,600.00
Employee contribution (12% of Basic+Special Allowance)	1,800.00	21,600.00
Employer contribution (3.25% of fixed component)	-	-
Employee contribution (0.75% of fixed component)	-	-
Professional Tax	200	2,500

Note:

1. Income tax will be calculated at actual as per Income tax rule.
2. The above break up is based on prevailing statutory norms & is subject to revision with any change in the compliance law.
3. Bonus will be paid out annually based on performance review.

Sell.Do

Director



Accepted By

Mayuri Sidramappa Katare

K2V2 Technologies Private Limited

www.sell.do

Registered Office: 2nd & 3rd Floor, H.No. 1/2, Near Hotel Holiday Inn, Above Maruti Suzuki Showroom Cars, Mahalunge, Pune, Maharashtra - 411 052, INDIA, Phone: +91 20 6689 9175

Pune • Mumbai • Bangalore • Delhi • Hyderabad • Chennai • Kolkata

Corporate Identity Number : U72900PN2019PTC162955 | Email : info@sell.do

**STRICTLY PRIVATE AND CONFIDENTIAL**

8th March. 2021

Ms. Namrata More

Mobile: +91 9702200360

SUBJECT: OFFER CUM EMPLOYMENT LETTER

Dear Namrata,

With reference to your application and the subsequent discussions with you; we are pleased to offer you appointment at Bajaj Finserv Health Ltd. on the following terms:

1. DESIGNATION & BAND

You will be designated as **Associate Technical Product Manager at E03 Band.**

2. PERIOD OF EMPLOYMENT

- 2.1. Your employment will commence on or before **1st April 2021** and will continue on-going basis, until terminated by either party, with prior notice to the other as per Clause 6.1 of this letter together with all its annexures and as mutually amended by the parties from time to time ("**Employment Letter**").
- 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1. You shall be based in our **Bajaj Finserv Health Office (Phoenix Fountainhead, Pune)** but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company, be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and service rules prevailing in a such place/ entity without entitlement to any extra remuneration.

4. SALARY

Your basic salary will be **Rs. 18,754/-** and your house rent allowance will be **Rs. 9,377/-** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

- 4.1. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.2. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. **DIRECTORSHIP**

- 5.1. You may from time to time be appointed as a director and/or other officer of the Company or any group company. You will not receive any additional remuneration for those additional duties; your basic salary is inclusive of any such directorship and other fees.
- 5.2. You do not have any contractual right (whether express or implied) to be or to remain a director or other officer of the Company or any group company. You will resign any such directorship or other office at any time during your employment including any Garden Leave as under Clause 7 of this Employment Letter, if asked to do so by the Company, without any claim for damages or compensation. In any event, you are required to resign all such positions with effect from the date of termination of your employment with the Company.
- 5.3. You expressly acknowledge and agree that if appointed as a director of the Company or any group company, there are additional statutory obligations that will apply to you and which you must comply with. For so long as you remain a director of the Company or any group company, these additional obligations form part of your duties under this Employment Letter.

6. **TERMINATION OR RESIGNATION FROM SERVICE**

- 6.1. The employment can, subject to the policies of the Company and the terms and conditions of this Employment Letter, be terminated by either party by serving 90 days' written notice to the other party. The notice period of **90 (Ninety days)** is part of the Employee Separation Policy which is available for your reference on the Company's intranet.
- 6.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services, at any time, without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 6.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to its employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 6.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored on Twitter, Skype, Facebook, YouTube, Flickr, LinkedIn, Wikis, Google+ or any other online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content ("**Social Media**").

7. **GARDEN LEAVE**

- 7.1. Provided that you are paid your basic salary and provided with all your contractual benefits (or at the option of the Company, paid a sum in lieu of such benefits), the Company is entitled at its absolute discretion to require you, during any period of notice (or any part of such period), not to carry out any work, and "Garden Leave" refers to any such period.
- 7.2. Unless the Company agrees otherwise, you will not, during Garden Leave:
 - (i) Do any work, whether paid or unpaid, for any third party;
 - (ii) Hold yourself out as a director or other officer of the Company or any group company;
 - (iii) Make any comment to any Person about the change to your duties/ role with the Company, except to confirm that you are on Garden Leave and that you have been given notice of termination or resigned as the case may be; and
 - (iv) Make contact with any employee, agent, customer or client of the Company or any group company.
- 7.3. You acknowledge that during Garden Leave, you remain employed by the Company and that your duties (including, without limitation, those of good faith, fidelity and exclusive service) continue to apply. The maximum period of Garden Leave that maybe mandated by the Company is three months (**3 months**). The is over and above the notice period.

8. ADDITIONAL ASSISTANCE DURING NOTICE PERIOD

- 8.1. During any period of notice, you must give your reporting manager or any "**Person**" (which term shall hereinafter include - any individual, firm, company or other entity) nominated by the Company, all necessary assistance and co-operation in ensuring a smooth and orderly hand-over of the responsibilities of your role, as the Company reasonably requires.
- 8.2. The Company reserves the right (at its discretion), at any time during your notice period:
- (i) To announce to its employees, clients, suppliers and customers of the Company or any group company that you have been given notice of termination or resigned. You will not make any such announcement unless expressly agreed (in writing) by the Company; and/or
 - (ii) To require you to work from home and/or to carry out exceptional duties or special projects outside the normal scope of your responsibilities; and/or
 - (iii) To require you not to attend your place of work or any other premises of the Company or any group company, except as specifically directed by the Company; and/or
 - (iv) To appoint a replacement (whether temporary or permanent) and to have that replacement work jointly with you and/or to take over certain responsibilities of the role.

9. ANNUAL SALARY REVISION

- 9.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 9.2. Employees who have joined the organization between the months of April to September, will be eligible for a salary review in the next performance cycle (in April of next calendar year) for the full year, prorated as per the Date of Joining. Those joining on or after 3rd October, will not be eligible for the same.

10. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 10.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide, from time to time. Please note that there is no minimum payment under this program.
- 10.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 10.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 10.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 10.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.
- 10.6. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.

11. COMPANY POLICIES AND PROCEDURE

- 11.1. You shall be required, at all times, to comply with the Company's rules, policies and procedures as may be amended by the Company, from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 11.2. Without any limitations on your obligations under Clause 11.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

12. **ADDITIONAL DUTIES**

- 12.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 12.2. You agree and consent that the Company may engage another Person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis, if you are suspended or are otherwise, in the reasonable opinion of the Company, unable to properly carry out some or all of those responsibilities for any reason.

13. **EXCLUSIVE EMPLOYMENT**

While employed by the Company, you will not:

- (i) Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- (ii) Be involved in any capacity, in providing services, directly or indirectly, to any other Person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- (iii) Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your wife or husband (as the case may be), child, brother, sister, cousin, aunt, uncle, parent, grandparent and the aforesaid relatives by marriage ("**Immediate Relatives**"). If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested, directly or indirectly, obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- (iv) Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

14. **INTELLECTUAL PROPERTY**

- 14.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.
- 14.2. You acknowledge that your remuneration and all consideration paid to you by the Company, under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

15. CONFIDENTIALITY AND NON-DISCLOSURE

- 15.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge, directly or indirectly, or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 14.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 15.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 15.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 15.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 14.1 above.

16. NON-COMPETE AND NON-SOLICITATION

- (a) You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period, and/ or entered into any arrangement in the nature a Garden Leave with you, you shall not engage in any other employment, trade, business or profession or work as an employee, consultant or in any other capacity, directly or indirectly, for or with any other Person, all of which/ whom may be engaged in any business similar to and/ or in competition with that of the Company. The decision and judgment of the Company shall be final and binding as to what constitutes a business similar to and/ or in competition with that of the Company;
- (b) You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period, and/ or entered into any arrangement in the nature a Garden Leave with you or after ceased to be in employment with the Company, you shall not:
- (i) Attempt to directly, indirectly or in any other manner whatsoever, whether for profit or otherwise, solicit or persuade any Person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts;
 - (ii) Recruit, solicit, train or assist any other Person to engage in soliciting, selling or providing services in competition with business of the Company;
 - (iii) Solicit business, be employed, provide consultancy, offer services or induce other employees of the Company to be employed with any other entity carrying out any business similar to and/ or in competition with that of the Company; and
 - (iv) Employ or attempt to employ or assist anyone else to employ any Person who is in the employment of the Company at the time of the alleged prohibited conduct, or was in the employment of the Company at any time in the preceding twelve (12) months.

17. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

18. **FALSE RECORDS**

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

19. **GENERAL**

- 19.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties, in respect of the subject matter of this Employment Letter.
- 19.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 19.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 19.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company, its registered office for the time being and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.
- 19.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter by **10th March, 2021** duly signed by you.

Welcome to Bajaj Finserv Health Limited and wish you a very successful career with the group.

For BAJAJ FINSERV HEALTH LTD,



Sarita Prakash
National Head - Human Resources

Encl: Annexure A

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 22nd March, 2021

Signature: 

Name: Ms. NAMRATA MORE

Detailed Salary Structure

8th March, 2021

Name: Namrata More

Band: E03

Components	Proposed Per Annum
Basic	2,25,056
House Rent Allowance	1,12,528
Special Allowance	3,61,276
Statutory Bonus	29,726
Employer Contribution PF	21,600
Total Fixed Pay	7,50,186
Gratuity	10,825
Indicative Performance Pay	75,019
Total Cost to Company	8,36,030

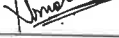
#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time. The Company will pay this amount to the employee only if not resigned or cessation of employment has not taken place as on the date of payment.

*The exact sum of all elements may mismatch up to Rs.10/-.

Other Details / Benefits:

1. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
2. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952
3. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC
4. Target bonus mentioned in Annexure A is indicative and will vary depending on the actual performance
5. If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred by the Company
6. You would be eligible for buying a car, as per the Company's Own Your Car Policy
7. You would be covered under the Group Term Life Insurance scheme, with a sum insured of Rs. 25,00,000/- (Twenty-Five lacs only). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of Rs 25,00,000/- (Twenty-Five lacs only)
8. You would be entitled to a hospitalization claim policy of up to Rs.3,00,000/- (Three lacs only) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee)
9. The Flexi-Pay benefit at eBH allows restructuring of salary components to optimize savings on income tax & enhance net take-home. Under the Flexi-Pay basket, we offer the following tax benefit components, (Broadband and Telephone reimbursement, Mobile Handset reimbursement, Health/Gym Membership, Books & Periodicals, Fuel & driver expenses for employee owned car)

Name and Signature, confirming acceptance of the above terms and conditions

Signature: 
 Name : Ms. Namrata More
 Date : 10/03/2021



Offer Letter

Name: Shrinivas Balasaheb Kadam

Date: Wednesday, December 30, 2020

Dear Mr. Shrinivas Balasaheb Kadam ,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than Tuesday, January 5, 2021. Your work location would be Kolhapur / Bangalore or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department	: Business Development (51000000)
Designation	: Business Development Trainee - Sales
Reporting Manager	: Aishvary . (TNL201611035)
Role Location	: Kolhapur / Bangalore
BDT Training Location	: Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 3 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement

executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.

I2I_ Offer

Poonam Pawar

<poonam.pawar@ideastoimpacts.com>

Sat, Dec 26,
2020 at 3:40
PM

To: Swaraj Gurav <ssgurav@mitaoe.ac.in>

Dear Swaraj,

We are delighted to extend this offer to you as a consultant with Ideas to Impacts. And terms & conditions are as under:

- Remuneration : Rs.1,20,000 pa (subject to TDS)
[Monthly Rs 10000 - 750 TDS=9250 Rs in hand]
- Position : as Trainee CAD engineer
- Contract period : initially till 31st March 2021 and it will be renewed mutually after evaluating your performance.
- Work location : Baner (Pune) / any other as per the company requirements.

If you accept this offer, your joining date will be on 28th December 2020. Also, you will need to submit copy of following self-attested documents at the time of joining:

- Aadhar Card
- PAN Card
- Passport Size Color Photograph (2)
- Cancelled Cheque Copy
- Passing certificates
- Experience certificate (internship)

If you accept this offer, your joining date will be on 28th December 2020. Also, you will need to submit copy of following self-attested documents at the time of joining:

- Aadhar Card
- PAN Card
- Passport Size Color Photograph (2)
- Cancelled Cheque Copy
- Passing certificates
- Experience certificate (internship)
- Relieving letter(if any)
- Address proof both local [temporary] and native place [permanent].Passport, Ration card, Electricity Bill, Driving License etc.
- Birth Date Proof (SLC, SSC Cert. etc.)

Timing : 9:30 AM

○ Location :

Ideas to Impacts Innovations Pvt. Ltd
6th Floor, Ideas to Impacts Building,
Nr. Pallod farm, behind Vijay sales.
Baner, Pune

Contact Person : Mr. Rohan Jadhav /Vrukshawalli Kate

Please let me know if you have any questions or would like to discuss the offer in more detail. We would be thrilled to welcome you to I2I family !!



NEEM Trainee Reg.No. :YAS103194

Date :- 10/10/2020

NEEM TRAINEE CONTRACT LETTER

To,
Mr Amale Tushar ,
At-Chenusta, Tal-Tiosa, Dist-Amravati, Maharashtra-444709.

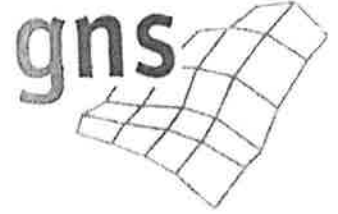
Dear Mr. Tushar

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Divgi Torq Transfer Systems Pvt Ltd., Bhosari MIDC, Pune" subject to the following terms and conditions:

1. The Period of training shall be 24 months with start date 10/10/2020 and end date 09/10/2022.
2. You will be paid consolidated monthly stipend of Rs. 15000+300/- Attn Bonus.
3. You will be paid Retention Bonus of Rs. 4200/- at the end of the completion of one year of training period
4. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
5. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
6. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
7. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
8. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
9. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
 - i. If you secure gainful employment (on production of copy of the appointment letter) and
 - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
 - iii. Absent from on the job training for more than 3 days without permission.
 - iv. Any kind of disciplinary issue
 - v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

YASHASWI ACADEMY FOR SKILLS

CORPORATE OFFICE YASHASWI HOUSE, LANE NO. 15, PRAEHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA.
T : +91 20 6749 2727 | E : INFORMATION@YASHASWI.EDU.IN | W : WWW.YASHASWISKILLS.EDU.IN



Date: 01-12-2020

S/o Mohammad Hanif Shaikh,
S.N 39/4, Jay Bhavani Nagar,
Shabnam Manzil, H. N 786,
Wadgaonsheri, Pune- 411014

Appointment Letter

Dear Mr. Mohd. Ziya Shaikh,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as **Trainee Engineer – CAE** in our organization in Pune office on following terms and conditions with effect from **01-12-2020**.

1. Your consolidated salary will be **Rs 220000/- Per Annum** (Two Lakh Twenty Thousand rupees only) including Rs. 1900/- as Food and travel allowance. This will be aggregate CTC inclusive of Provident Fund, ESIC (Employer & Employee), Canteen and Gratuity (as per Govt regulation), refer Annexure for details.
2. You will be on probation in the first instance for a period of Six months from the date of joining. During the period of your training and probation, your services may be terminated by giving you 24 hours' notice or salary in lieu thereof. If your services are found unsatisfactory, the Company may, but is not bound to extend your probationary period. Based on successful completion of probation period, you will be eligible for salary increase.
3. Your services are transferable at short notice to any branch, office, works or client site in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
4. During first three months, you are expected to undergo training for a period six day per week and will be not be eligible for any paid leaves during the training period. After finishing of the training period, you will need to undergo the test which will be based on training and if you are not able to clear this test, you will be deemed as unfit for employment.
5. If you discontinue the service within 27 months (including 3 months training) period from your date of joining, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other expenses. You will be required to sign an undertaking to that effect before you join the company.
6. During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the establishment where you are required to work. Your service conditions will be as per applicable to local labour laws.
7. During the continuance of your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors of the Company or their authorized representatives) your salary, increments and emoluments, as also all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the Company or any of its associates or branches, their customers and suppliers.
8. Although your normal work will consist of duties assigned to you in the capacity as mentioned Upon termination of your employment, you will return to the Company all tools, papers, literature, documents and any other articles and/or copies thereof belonging to the Company, which may at that time be in your possession.

GNS Engineering India Private Limited
Bungalow L-1, Culture Crest Society,
Sector No.6, Pradhikaran, Moshi, Pune - 412105

CIN: U74200PN2010PTC135464
PAN: AADCG6880A

Om Chambers Office-301-B T. 29/31, Bhosari Industrial Estate,
Telco Road, Near Toyota Showroom, Pune-411026, INDIA
Tel. No: 0091-20- 67121615 , Email: mbox@gns-india.com



9. You will not, during the continuance of your employment undertake nor carry on either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent, or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties with us.
10. The Company may, on confirmation, terminate your service by giving you one months' notice or salary in lieu of notice provided however, that no notice or salary in lieu of notice will be required to be given in case of your services are terminated for any misconduct. Should you however, desire to sever connection with the Company, after confirmation, it will be necessary for you to give Three-month notice to the Company of your intention to do so.
11. You may not, without the consent of the Company, seek employment with any client or supplier of the Company, for a period of twelve months, after severing your connections with the Company.
12. Any employee who intends to resign after availing medical benefits for his/her parents, will be liable to follow rules as per the company policy.
13. In addition to the employment terms & conditions mentioned herein, all other standard & general rules, practices and policies of the company as existing now & which may be amended from time to time shall be applicable to you.
14. You will retire from the Company's services at the age of sixty years.
15. You will be entitled to take leaves as per rules of the company.
16. Salary Increment Eligibility: Only confirmed employees will be eligible for increment which would be effective from 1st of April every Year. For Trainee Engineers, salary revision is after 1 yrs excluding 3-month training period.

Your assignment entails CAE responsibilities, and this has been reflected in your compensation. We have every hope of your fulfilling our expectations as a member of our CAE team by continuously contributing towards achieving the goals of the company and that your performance will be satisfactory in all respects.

Please sign and return to us the enclosed duplicate copy of this letter in token of your acceptance of the terms contained herein.

Thanking You.

Yours Faithfully,

For GNS Engineering India Private Limited

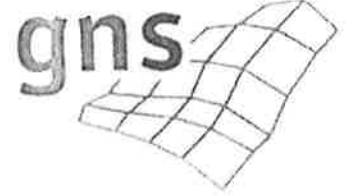


Sanjay Panwar
Authorized Signatory

GNS Engineering India Private Limited
Bungalow L-1, Culture Crest Society,
Sector No.6, Pradhikaran, Moshi, Pune - 412105

Om Chambers Office-301-B T. 29/31, Bhosari Industrial Estate,
Telco Road, Near Toyota Showroom, Pune-411026, INDIA
Tel. No: 0091-20- 67121615 , Email: mbox@gns-india.com

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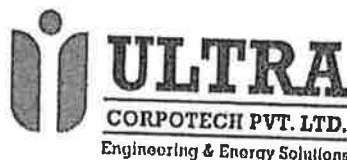
ANNEXURE

CTC		220000			
Earning Component	Monthly Amount (Rs.)	Yearly Amount (Rs.)	Deduction Component (Rs.)	Monthly Amount (Rs)	Yearly Amount (Rs.)
Basic	8217	98604	PT	200	2500
House Rent Allowance	4109	49302	PF (12% of Basic & Sp. All)	1099	13190
Washing Allowance	1200	14400	Medical Insurance	600	7200
Special Allowance	943	11316	ESI (0.75% of Gross)	100	1194
Gross Total (A)	14469	173622	Deduction Total ©	1999	24085
Employer Contribution			Medical Benefits		
ESIC (3.25% of Gross)	431	5175	2 LPA- Family/ Floater-1+3 (Self, spouse, 2 Children)		
PF (13% of Basic & sp. All)	1191	14290			
Gratuity	342	4104	Personal Accident cover of 15 Lakh		
Total (B)	1964	23568	Term Life Insurance Cover of 20 Lakh		
Total (A+B)	16433	197200	Workmen Compensation Insurance		
Net Salary	12470	149537			
Food & Travelling Allowance	1900	22800			

GNS Engineering India Private Limited
 Bunglow L-1, Culture Crest Society,
 Sector No.6, Pradhikaran, Moshi, Pune - 412105

CIN: U74200PN2010PTC135464
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 Telco Road, Near Toyota Showroom, Pune-411026, INDIA
 Tel. No: 0091-20- 67121615 , Email: mbox@gns-india.com



Location - 02

Sector No. 10, Plot No. 59 & 68, PCNTDA, Bhosari, Pune - 411 026, Maharashtra (India).
Tel No. : +91 020 6631 3600/01, Telefax : +91 020 6631 3602, E-mail : het@ultracorpotech.com

APPOINTMENT LETTER

Date: - 14/11/2021

To,

Nagesh Garje

S/O Maruti Garje

Khilad, Beed-414208

Dear Nagesh,

With reference to your application for employment and the subsequent interviews you had with us, you are hereby informed that you are appointed as "**Trainee Engineer**" in PPC Department in our organization on Trainee period with effect from 14/11/2021 on the following terms and conditions.

1. You will be under training for a period of one year i.e. from 14/11/2021 to 13/11/2022. After which, based on your performance assessment, you will be placed on probation at the discretion of management. Your training/ probation period may be extended or services may be terminated without any notice or salary/wages in lieu thereof, during the initial or extended period of training/probation.
2. You will be in grade of "M-0" and you will be receiving a salary as per enclosed "Annexure - A".
3. You will be covered under The Employees Provident Fund and Miscellaneous Provisions Act, 1952 as amended from time to time.
4. The above remuneration would be subject to deduction of Tax at source as per the rules of The Income Tax Act, in force from time to time and other statutory deductions.
5. During your employment you will be subject to the Standing Orders and / or Service regulations applicable from time to time in the establishment, where you are required to work. Your other service conditions will be the same as for other employees in your category in the organization.
6. You will be posted initially at ULTRA CORPOTECH PVT LTD., LOCATION- 02, BHOSARI, You are liable to be transferred to any other branch/location, shift, post or place or to sister concern company whether in existence or which may come into existence hereafter. In case you are transferred, you will be given reasonable time for reporting besides travelling expenses. It will be your responsibility to make arrangement for your residential accommodation/other arrangements, if any. Also, the management can shift the

(B)

Registered & Corporate Office : Sector No. 10, Plot No. 59 & 68, PCNTDA, Bhosari, Pune - 411 026, Maharashtra (India).
Tel No. : +91 020 6631 3600/01, Telefax : +91 020 6631 3602, E-mail : het@ultracorpotech.com

CIN : U29299PN2005PTC021104

GST : 27AADCP6808R1ZP

www.ultracorpotech.com

place/places of working anywhere in India or abroad and in such event, you will have to comply with all necessary rules and regulations for working at the new place of work.

7. Your services during training / probation period are liable to be terminated without giving any notice or salary in lieu of notice. After confirmation in written, your services are liable to be terminated at one month (THIRTY DAY'S) notice or forfeit one month salary on either side.
8. However, in case of breach of the disciplinary rules of the company or misconduct or refusal or willful neglect to perform to the company or loss of confidence, your services are terminated with immediate effect. In such an event, it would not be obligatory for the company to give you any such notice or compensation whatsoever.
9. During the continuance of your employment and thereafter, you shall keep all secrets and will not divulge to any person, firm or Company whatsoever (other than the Directors of the Company or their authorized representatives), secrets or confidential information of any description acquired by you while in our service concerning the business processes of manufacture, business practices or affairs of the company or any of its associates or branches, their customers and suppliers. The information contained in all documents and papers and other matters relating to the company will not be divulged by you to any person other than those of the management.
10. Upon the severing of your employment, you will return to the company all tools, papers / documents, and any other articles and / or copies thereof belong to the company which may at that time be in your possession
11. You will not during the continuance of your employment undertake or carry on either alone or in partnership, or directly or indirectly employed or concerned with as principal, agent, clear, assistant, servant or otherwise in any other business, trade or profession whatsoever. You will devote your whole time and attention to your duties with us.
12. You will not join any other company or establishment or factory or undertaking which deals or manufactures any of the products or similar products manufactured, produced or deal with our company at least for a period of one year from the date of severing the connections with our company.
13. Absence for a continued period of 8 days (including absence when leave though applied for but not granted and when over stayed for a period of 8 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation.
14. The Management shall have the right if require, subjecting yourself at any time during your employment with the company to medical examination. If you are not found medically fit, you may be terminated at any time by giving you notice or salary in lieu thereof.

Location - 02

Sector No. 10, Plot No. 89 & 88, PCNTDA, Bhosari, Pune - 411 026, Maharashtra (India).
Tel No. : +91 020 6631 3600/01, Telefax : +91 020 6631 3602, E-mail : het@ultracorpotech.com

15. Where the employee is trained in India or outside India, by company, bearing the expenses for the same, that time Employee should execute the service bond with the company. Selection of candidate/s for training, period of training, cost of training, bond period, contents etc. will be sole discrimination of the company. By signing this appointment letter you are accepting the term of signing Bond before training.

16. You will automatically retire without any notice at the age of 58 years.

In case the terms and conditions mentioned hereinabove are acceptable to you in its totality, please sign the duplicate copy of this letter in token of your having understood the aforesaid terms and having accepted the same and return the same to the Management.

We take this opportunity to welcome you to the "ULTRA FAMILY" and hope that your association with us will prove to be of mutual benefit.

Thanking You,

Yours faithfully,

For Ultra Corpotech Pvt Ltd.,



Dhiraj Adhikari

 Sr. Manager HET/HR (Bhosari)

Encl.: Annexure - "A".

Received & Accepted

Signature of Employee



479

Mech.

Offer: Computer Consultancy

Ref: TCSL/DT20229632563/Lucknow

Date: 03/02/2022

Mr. Yuvraj Ramdas Ahire

Vitawe,

Vitawe,

Sakri-424305,

Maharashtra.

Tel# -

Dear Yuvraj Ramdas Ahire,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20229632563

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vishnupuri Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Corporate Services Line: 1800 200 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



12-Jan-2021

Sumit Mate

B.Tech/B.E. Mechanical Engineering

Maharashtra Institute of Technology, Pune

Dear Sumit,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a **period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting:

- Photocopy of your Passport & Visa

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Suresh Bethavandu

Global Head-Talent Acquisition

I accept the terms and conditions of the offer as mentioned above.

Signature:

Date:

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Contact

www.linkedin.com/in/shraddha-bodake-248a25205 (LinkedIn)

Top Skills

Active Listening

Competitive Analysis

Internet of Things (IoT)

shraddha bodake

Atos Global IT Solutions and Services, Pune

411005

Summary

Passionate about learning IT trends and concepts and possess the ability to handle work pressure and customer issues professionally.

Experience

Atos IT Solutions and Services A/S

Trainee

August 2021 - Present (8 months)

Pune, Maharashtra, India

Education

MIT Academy of Engineering, Alandi, Pune

Bachelor of Technology - BTech, Electrical, Electronics and Communications Engineering · (2016 - 2020)

Government Residential Women's Polytechnic Latur

Diploma of Education, Electrical, Electronics and Communications Engineering

Skyfi Labs

Nov 11, 2020

Sadashiv Gurunath Vaidya
Mumbai

Dear Sadashiv,

We are pleased to inform you that we have shortlisted you for our Kids Courses Delivery Partner Program based on the discussions you had with us. Details of the terms and conditions of offer are as under. All details of your offer are confidential and should not be disclosed to anyone.

1. You will be working with Skyfi Labs as an external trainer contributing to our overall Courses Delivery Department
2. Your date of commencement will be on or before 18th Nov 2020.
3. You will be entitled to receive compensation;
 - For 50 classes package - Term 1 (15 classes): Rs.2000, Term 2 (15 classes): Rs.2400 & Term 3 (20 classes): Rs.3200
 - For 15 classes package - Rs.2000
 - For 10 classes package - Rs.1400
 - For successful free trial conversion - Rs.500
4. You will be paid on the completion of specific terms by the kids. Your payment will be processed within 14 days from the completion date.
5. You shall come to our office or join a conference call to discuss the course content & delivery related works as and when requested.
6. The contract may be terminated, based on performance and if so deemed necessary by the Management.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward to a long and mutually beneficial career with us.

Yours truly,

For SKYFI EDUCATION LABS PVT LTD.,

Vasanth Vidyakar
Manager, Skyfi Labs

I accept the offer as outlined above.

Name: Sadashiv Gurunath Vaidya

Signature: S. Vaidya

Place: Mumbai

Date: 11/11/2020