



Dr. D. Y. Patil Pratishthan's

D. Y. Patil Institute of Master of Computer Applications and Management

(Approved by AICTE, New Delhi & Affiliated to Savitribai Phule Pune University)

Dr. D. Y. Patil Educational Complex, Sector 29, Pradhikaran, Akurdi, Pune - 411 044

Tel No: (020)27640998, Website:www.dypimca.ac.in, E-mail : enquiry@dypimca.ac.in

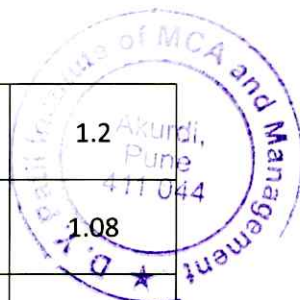


List of Students Placed in Academic Year 2018-19

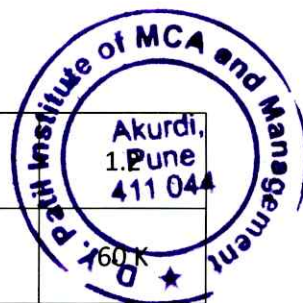
Course – Master of Computer Applications

Sr. No.	Name of student	Name of the employer with contact details	Package
1	Aakash Talole	Dream Worth solutions Ph. No.9975735367	1.2
2	Abhishek Singh	Dream Worth solutions Ph. No.9975735367	1.2
3	Akshay Dhawale	Case Point Ph. No. 912612915551	1.2
4	Ankit Khare	PTC +91-20-66053253	2.16
5	Ankita Lanjewar	Patronised Space IT services Ph No. 9158447171	0.96
6	Deepak Kast	tekvision Ph No. 9890349342	60 K
7	Deepak Singh	Patronised Space IT services Ph No. 9158447171	0.96
8	deepak turkiya	Patronised Space IT services Ph No. 9158447171	0.96
9	Deepak Rawal	ALOHA Technology Pvt. Ltd, Ph. NO. 02025898581	2.18
10	Dipak patil	Dream Worth solutions Ph. No.9975735367	1.2
11	DIVYESH BHAGWANI	PTC +91-20-66053253	2.16
12	Harshal Gosavi	Wired To Technology Phone: 020 6793 41212	1.2
13	Hitesh Pawar	Dream Worth solutions Ph. No.9975735367	1.2
14	Kamlesh Mahajan	Case Point Ph. No. 912612915551	1.2

15	Khan Anwar Noormohammad	GTL Software Pvt Ltd Phone: 084466 33957	1.2
16	Kishor Patil	Trigensoft Pho No. 2065005333	1.08
17	Madhav Saraf	tekvision Ph No. 9890349342	60 K
18	Nikita Pawar	Case Point Ph. No. 912612915551	1.2
19	Nilesh Sarak	GTL Software Pvt Ltd Phone: 084466 33957	1.2
20	Nitin Salunkhe	Case Point Ph. No. 912612915551	1.2
21	Omkar Surve	ALOHA Technology Pvt. Ltd, Ph. NO. 02025898581	2.18
22	Pranita Zade	GTL Software Pvt Ltd Phone: 084466 33957	1.2
23	Prashant Bhagwani	FIS solutions Software (India) Pvt. Ltd- 02067317000	5.21
24	Sajit Chaudhari	Case Point Ph. No. 912612915551	1.2
25	Sakshi Kumari	ITSource Technologies Limited +912242223600	1.8
26	Sharad Malani	PTC +91-20-66053253	2.16
27	Shrikant Patil	Case Point Ph. No. 912612915551	1.2
28	Vishakha Joshi	GTL Software Pvt Ltd Phone: 084466 33957	1.2
29	Vrushali Kale	GTL Software Pvt Ltd Phone: 084466 33957	1.2
30	Shubham Gundale	Case Point Ph. No. 912612915551	1.2
31	Shyam Kamdar	Case Point Ph. No. 912612915551	1.2
32	Somesh Gokulwale	Vertical Software Solutions Phone: 090223 70698	2.4
33	Somesh Patil	GTL Software Pvt Ltd Phone: 084466 33957	1.2
34	Umashankar Lipne	Case Point Ph. No. 912612915551	1.2



35	Vaibhav Mane	Case Point Ph. No. 912612915551	Akurdi, 1. Pune 411 044
36	Yogesh Patil	tekvision Ph No. 9890349342	60 K
37	Ankita Vedpathak	Patronised Space IT services Ph No. 9158447171	0.96



K. Nimale
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



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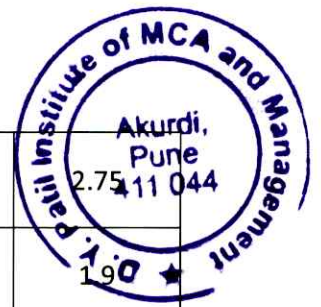
Tel No: (020)27640998, Website: www.dypimca.ac.in, E-mail : enquiry@dypimca.ac.in



List of Students Placed in Academic Year 2018-19

Course – Master of Business Administrations

Sr. No.	Name of student	Name of the employer with contact details	Package
1	Ashvini Khade	Company: Neeyamo Enterprise Solutions Pvt. Ltd. Address: NTPL SEZ , IT 05, 1st Floor, 154/06, Phase 1, Hinjewadi, Pune, Maharashtra 411057 Phone: 020 6793 4000	3.5
2	Bagul Rohan Sunil	Company: Super Concepts Address: 2nd Floor, TamilNadu	1.9
3	Bhaktyani Tarun	Company: HDFCWing A/4th Floor, Churchgate, Mumbai	1.5
4	Deepak Phool Singh	Company: JustDail Address: 1st Floor, Sharda Chamber, Shankarseth Road, Swargate, Pune - 411042 (Near Kumar Pacific Mall)	2.9
5	Devagiri Pavan	Company: ObjectWin Technology Address: No 1, 3rd Floor, KAYARR VALKI, Pine Hurst, 100 Feet Ring Rd, Vysya Bank Colony, 2nd Phase	2.56
6	Dhaybar Ashwini	Company: Right Advisorz	1.2
7	Gaikwad Radhika	Company: Applycup Hiring Solution	1.5
8	Hulyal Blessi	Company: Object Win Address: Address: No 1, 3rd Floor, KAYARR VALKI, Pine Hurst, 100 Feet Ring Rd, Vysya Bank Colony, 2nd Phase	2.56
9	Jawaje Khushboo	Company: Neeyamo Enterprise Solutions Pvt. Ltd. Address: NTPL SEZ , IT 05, 1st Floor, 154/06, Phase 1, Hinjewadi, Pune, Maharashtra 411057 Phone: 020 6793 4000	3.23
10	Joshi Ayush	Company: OYO Address: Rectangle Regus, Level 4, New Delhi	4.7



11	Kapile Onkar	Company: Randstand	
12	Muktawar Shrikant	Company: Super Concept Address: Address: 2nd Floor, TamilNadu	
13	Naik Shruti	Company: Gallagher Service Centre LLP Address: 3rd, 4th, 5th Floor Giga Space, IT Park Internal Road Sakore Nagar, Viman Nagar Pune, Maharashtra 411014	2.1
14	Navbade Parameshwar	Company: Super Concepts Address: Address: 2nd Floor, TamilNadu	1.9
15	Patole Rakesh Sanjay	Company: JustDail	3.2
16	Rupam Puri Goswami	Company: Discreet Solution Pvt. Ltd, Baner	3
17	Sharafat Khan	Company: JustDail	2.9
18	Shishodia Kajal	Company: Kelly Services Address: Koregaon Park, Pune	2.7
19	Sushil Kumar	Company: Cube Technologies Address: P 735 Sadashiv Peth Pune Mh 411030 IN.	6.25
20	Wagh Diksha Manoj	Company: Roop Cabs Pvt. Ltd. Company: 5, Mehindra Sez Road, Jaipur	1.2
21	Yeotikar Sagar	Company: BDE Retail Address: 12/1, Palace, Cross Road, Bangalore	2.4
22	Zutshi Rahul	Company: Protocol India Address: Sector No. 25, Nigdi	3.6
23	Khot Aditi	Self Employed/ Business	NA
24	Choudhary Pratiksha	Self Employed/ Business	NA
25	Patel Viral Dilipbhai	Self Employed/ Business	NA
26	Komal Vetal	Company : HariOm Enterprises Phone : 9822197164	1.83
27	Vaibhav Maske	Company : Expert Global Solutions, Aurangabad,	5.16
28	Chaitali Kolte	Works Symphony , Kharadi Pune	2.76
29	Payal Lohiya	IIFL Fianance Phone : 022 67881000	2.16

DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



DREAMWORTH
SOLUTIONS

Dreamworth Solution Pvt. Ltd,
24, Pune A, Opposite Kapse Garden,
H Block, M.I.D.C., Pimpri Colony,
Pimpri Chinchwad, Pune -411018

Phone No. : 9975735367
Website: www.dreamworth.in

Date: 21 /09/ 2018

OFFER LETTER

Dear **Talole Akash**

We are pleased to appoint you to the position of **Jr. Software Developer** on terms and conditions, which have been mutually discussed and agreed upon.

Your appointment with us is effective on your joining date, i.e. **21 /09/ 2018**. As agreed, your Annual Total Employment Cost to the Company will be **1.2 LPA**

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure -A and only after you confirm acceptance to Annexure -A, your appointment with us would be valid.

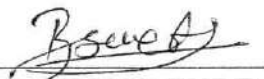
We at Dreamworth are growing at a faster pace along with the world of technology. We have to work and grow together as a team, in order to match our steps with this changing world. So with complete trust and faith, we at Dreamworth welcome you to our ever-growing team of expertise.

To confirm your acceptance of this offer, on the terms and conditions specified in Annexure - A, please sign in the space provided. You are requested to return the duplicate copy of this letter within 2 days of your joining along with a mail stating your acceptance for the Annexure -A.

Once again, we are happy to welcome you to **Dreamworth Solutions Pvt. Ltd!!**

Dreamworth Solutions Pvt. Ltd.

ACCEPTED BY


(SIGNATURE)

Shweta Bisen
Director


(SIGNATURE)

NAME: **Akash Talole**
DATE: **21/9/2018**




DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



DREAMWORTH
SOLUTIONS

Dreamworth Solution Pvt. Ltd,
24, Pune A, Opposite Kapse Garden,
H Block, M.I.D.C., Pimpri Colony,
Pimpri Chinchwad, Pune -411018

Phone No. : 9975735367
Website: www.dreamworth.in

Date: 21/09/2018

OFFER LETTER

Dear **Singh Abhishek**

We are pleased to appoint you to the position of **Jr. Software Developer** on terms and conditions, which have been mutually discussed and agreed upon.

Your appointment with us is effective on your joining date, i.e. **21/09/2018**. As agreed, your Annual Total Employment Cost to the Company will be **1.2 LPA**

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure -A and only after you confirm acceptance to Annexure -A, your appointment with us would be valid.

We at Dreamworth are growing at a faster pace along with the world of technology. We have to work and grow together as a team, in order to match our steps with this changing world. So with complete trust and faith, we at Dreamworth welcome you to our ever-growing team of expertise.

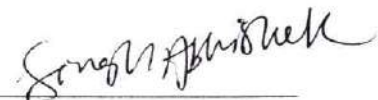
To confirm your acceptance of this offer, on the terms and conditions specified in Annexure - A, please sign in the space provided. You are requested to return the duplicate copy of this letter within 2 days of your joining along with a mail stating your acceptance for the Annexure -A.

Once again, we are happy to welcome you to **Dreamworth Solutions Pvt. Ltd!!**

Dreamworth Solutions Pvt. Ltd.

ACCEPTED BY


(SIGNATURE)


(SIGNATURE)

Shweta Bisen
Director



NAME: **SINGH ABHISHEK**
DATE: **21/09/2018**


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management**
Akurdi, Pune-411 044



Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

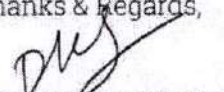
It is our pleasure to offer an educational internship program to below students of Dr. D.Y. Patil College, Pune.

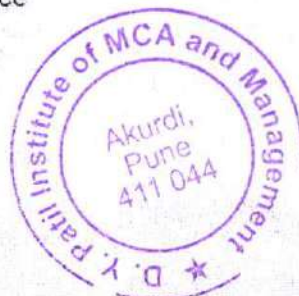
Sr.	Name	Stream	College Name	Post
1	Shyam Kamdar	MCA	Dr. D. Y. Patil	Project Intern
2	Shrikant Patil	MCA	Dr. D. Y. Patil	Project Intern
3	Shubham Gundale	MCA	Dr. D. Y. Patil	Project Intern
4	Akshay Dhawle	MCA	Dr. D. Y. Patil	Project Intern
5	Vaibhav Mane	MCA	Dr. D. Y. Patil	Project Intern
6	Nikita Pawar	MCA	Dr. D. Y. Patil	Project Intern
7	Kamlesh Mahajan	MCA	Dr. D. Y. Patil	Project Intern
8	Nitin Salunkhe	MCA	Dr. D. Y. Patil	Project Intern
9	Pranita Zade	MCA	Dr. D. Y. Patil	Project Intern
10	Umashankar Lipne	MCA	Dr. D. Y. Patil	Project Intern

Internship program scheduled approximate from 02-Jan-2019 to 30-June-2019.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

Thanks & Regards,


Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



5

Dypimca placements <placements@dypimca.ac.in>

To: Ankit Khare <ankitandk@gmail.com>, divyesh.bhagwani1@gmail.com, Sharad Malani <sharadmalani.aiesec@gmail.com>

Tue, Jun 5, 2018 at 12:23 PM

Dear TPO,

Congratulations!

Below is the list of selected students from your college.

Kindly ensure that they join PTC. Their date of joining would be **Monday, 2nd July 2018**.

Also, they are required to complete the pre-onboarding formalities scheduled for **Tuesday, 19th June 2018 at 2:30pm** at our Marisoft office (Kalyani Nagar).

We shall reach out to them separately on the detailed schedule.

Intern Name	Email	Cell	College
Ankit Khare	ankitandk@gmail.com	8793499892	DYPIMCA
Divyesh Bhagwani	divyesh.bhagwani1@gmail.com	9424505383	DYPIMCA
Sharad Malani	sharadmalani.aiesec@gmail.com	9950696666	DYPIMCA

Thanks & Regards,



Abhijit Malvade

PTC Software (India) Pvt. Ltd | Marisoft IT Park,

Kalyaninagar, Pune - 411 014, India

Phone: +91-20-66053253

PTC.com



K. N. Nimbale
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

--
Prof. Rahul Chaudhari



Tekvision Softtech & Accessibility Solutions LLP

LLP Registration No: AAJ-7314

'Shubh Chintan', Survey No: 162, Plot No: 20A, Road No 5B,
Tingre Nagar, Pune (MH - India). Pin Code: 411015

Phone: +91-9890349342/9637479039

Date : 17-Oct-18

LETTER OF APPOINTMENT

Dear Deepak Omprakash Kast,

With reference to your application exploring career opportunities with Tekvision LLP & your subsequent discussions with us, Tekvision is pleased to offer you employment on the following terms and conditions:

1. You shall be designated as **Trainee Accessibility Tester** and this position shall be based in Pune, brief details of which are as follows:
Appointment Date: **22-Oct-18**
Remuneration Amount: **INR 5000 Per Month**
2. Please note that the remuneration figure quoted above is subject to standard deductions of TDS (if applicable).
3. Your performance during initial 2 months will decide the period of your probation with us. We will have a one-on-one with you for the same. After the agreed probation period is over, depending upon your performance - we will revise/decide on your terms of employment with us.
4. As per your assurance, you will be staying with us for at least a period of 1.5 years from the date of your joining. From our discussions with you, we understand that you have no issues in signing a bond for the same.
5. On your joining you must furnish the following :
 - a. Attested copies of all certificates (School, College & Professional Education).
 - b. 2 Passport size photographs.
 - c. Id & Address Proof. (Passport /Driving License/Aadhar Card/Electricity Bill)
6. You shall be governed by the rules & policies applicable to Tekvision LLP staff.
7. You shall agree to accept the Service Contract for undergoing specialized training and/or work that may be assigned to you during your tenure with Tekvision.
8. You are required to join Tekvision latest by **22-Oct-18** failing which this offer will be deemed to be null and void, unless the date of joining is extended, in writing, by an authorized representative of Tekvision.

Please sign & return a copy of this offer letter, signifying your acceptance to the terms and conditions stated above.

Signature _____

Date: _____



K. Nimish
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



'Shubh Chintan', Survey No: 162, Plot No: 20A, Road No 5B, Tingre Nagar, Pune (Maharashtra - India). Pin Code: 411015

8



Appointment letter

Date: Jan 25, 2019

Dear Mr/Miss. Deepak Turkiya,

We are pleased to appoint you in the position **android Developer** in Patronised Space IT Services. Joining date 28 Jan 2019.

Your place of work will normally be in Pune. Enclosed are your terms and conditions of service and we shall be grateful if you will confirm that these are acceptable to you by signing and returning the original documents.

We look forward to your joining the company, and are sure that you will find this to be a significant career move.

Yours sincerely,

For Patronised Space IT Services, Pune (India).

(Authorized Signatory)



DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Website: www.patronisedspace.com, **Email:** patronisedspace@gmail.com, **Mobile:** +91 77559 60606, **Mobile:** +91 88882 22648

Patronised Space IT Services. Office:

Shop No. : 5, Ganesh Shristi Apartment, Near D. Y. Patil College, Akurdi, Pune - 411 035 (M.H.), India

TERMS FOR SELECTED EMPLOYEES

Salary and Perquisites The Salary at the current level of employment will be

INR Stephon /- PM.

This salary will be payable monthly on 10th of the month. The allowances and perquisites payable are listed in Annexure 'A', but may be subject to change from time to time by the Company.

You may be entitled to bonus dependent on your performance and in line with the prevailing bonus scheme.

Leave

You will be entitled to 21 working days leave per annum. A core leave of a minimum of 10 consecutive working days is to be taken annually. Employees should take at least 16 working days leave per annum. Leaves in excess of 21 working days will not be carried forward.

Service Agreement

This offer is subject to you accepting the Code of Conduct and Disciplinary Procedures (attached along with) and abiding by all clauses lay therein.

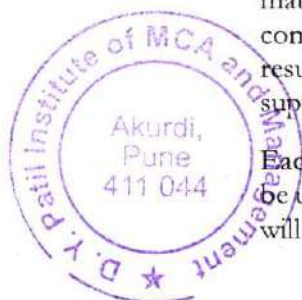
Non-Solicitation

Without the prior written consent of the company, you shall not for a period of three months after the cessation of your employment with the company (howsoever that comes about) directly or indirectly and whether on your own behalf or in conjunction with or on behalf of any other person which is wholly or partly in competition with any business carried on by the company, its subsidiaries or associated Companies;

(i) Solicit, induce, entice away from the company, its subsidiaries or associated Companies or employ, engage or appoint or in any way cause to be employed, engaged or appointed, any person employed or engaged by the company, its subsidiaries or associated Companies, or

(ii) Canvass, solicit or approach or cause to be canvassed, solicited or approached any client or customer of the company, its subsidiaries or associated Companies about whom you have gained knowledge as a result of your employment with the Company during the course of your employment with the company for the sale or supply of products or services which are materially similar to or competitive with any products or services sold or supplied by the company, its subsidiaries or associated Companies where you have gained knowledge as a result of your employment with the Company of such products or services being so sold or supplied.

Each of the restrictions is intended to be separate and severable: if any restriction is held to be unreasonably wide but would be valid if part of the wording were deleted, such restriction will apply with so much of the wording deleted as may be necessary to make it valid.



Website: www.patronisedspace.com, **Email:** patronisedspace@gmail.com, **Mobile:** +91 77559 60606, **Mobile:** +91 88882 22648

Patronised Space IT Services. Office:

Shop No. : 5, Ganesh Shristi Apartment, Near D. Y. Patil College, Akurdi, Pune – 411 035 (M.H.) India.

D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Outside Employment During your employment you shall devote the whole of your time, attention and ability to the business and affairs of the Company and shall use your best endeavours to promote the Company's interests. You shall not without the previous written consent of the Company be concerned or interested directly or indirectly in any way in any business other than that of the Company.

Secrecy You shall not either during the continuance of your employment except in the proper course of duty or with the express written consent of the company divulge or make use of any secrets or of any correspondence, accounts, information, connections or dealings whatsoever of the company, its subsidiaries or associated Companies or of any customer or correspondent of any of them or of any knowledge gained in relation thereto during the term of employment and shall not alter, obliterate, spoil, destroy, waste, embezzle, spend or without the express written consent of the company take away from the custody of the company any of the books, papers, writings, accounts, money or other property of the company, its subsidiaries or associated Companies or of any customer or correspondent of any of them.

Notice of Termination In the event either the Company or the employee wishes to terminate the employment, one month notice in writing from either side will be required. However, in cases in or on account of the Company desiring to do so, it may, at its sole and absolute discretion do so by paying the employee one month basic salary in lieu of notice. Conversely the Company may, at its sole and absolute discretion waive the notice period of **Two Month** if it considers circumstances so warrant.

Sick leave may be granted at the discretion of the Company but if the employee is absent from work due to ill health for a period or periods totalling at least 8 weeks in any consecutive period of twelve calendar months. The Company reserves the right to terminate his/ her employment without any notice. If an employee commits any breach of the Code of Conduct and Disciplinary Procedures or his conduct is detrimental to the interests of the Company his/her services will be terminated without any notice or payment in lieu thereof.

Acceptance Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Offered By: Suraj Katare

CEO Patronised Space IT Services, Pune.



Accepted by: _____

Deepak Katare

K. N. Nimbharkar
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management

Website: www.patronisedspace.com, **Email:** patronisedspace@gmail.com, **Mobile:** +91 77559 60606, **Mobile:** +91 88882 22648

Patronised Space IT Services. Office:

Shop No. : 5, Ganesh Shristi Apartment, Near D. Y. Patil College, Akurdi, Pune – 411 035 (M.H.), India



DREAMWORTH
SOLUTIONS

Dreamworth Solution Pvt. Ltd.,
24, Pune A, Opposite Kapse Garden,
H Block, M.I.D.C., Pimpri Colony,
Pimpri Chinchwad, Pune -411018

Phone No. : 9975735367
Website: www.dreamworth.in

Date: 21 /09/ 2018

10

OFFER LETTER

Dear **Patil Dipak**

We are pleased to appoint you to the position of **Jr. Software Developer** on terms and conditions, which have been mutually discussed and agreed upon.

Your appointment with us is effective on your joining date, i.e. **21 /09/ 2018**. As agreed, your Annual Total Employment Cost to the Company will be **1.2 LPA**

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure -A and only after you confirm acceptance to Annexure -A, your appointment with us would be valid.

We at Dreamworth are growing at a faster pace along with the world of technology. We have to work and grow together as a team, in order to match our steps with this changing world. So with complete trust and faith, we at Dreamworth welcome you to our ever-growing team of expertise.

To confirm your acceptance of this offer, on the terms and conditions specified in Annexure - A, please sign in the space provided. You are requested to return the duplicate copy of this letter within 2 days of your joining along with a mail stating your acceptance for the Annexure -A.

Once again, we are happy to welcome you to **Dreamworth Solutions Pvt. Ltd!!**

Dreamworth Solutions Pvt. Ltd.

ACCEPTED BY


(SIGNATURE)

Shweta Bisen
Director


(SIGNATURE)

NAME: **Dipak Patil**
DATE: **21/09/2018**




DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



Dypimca placements <placements@dypimca.ac.in>

To: Ankit Khare <ankitandk@gmail.com>, divyesh.bhagwani1@gmail.com, Sharad Malani <sharadmalani.aiesec@gmail.com>

Tue, Jun 5, 2018 at 12:23 PM

Dear TPO,

Congratulations!

Below is the list of selected students from your college.

Kindly ensure that they join PTC. Their date of joining would be **Monday, 2nd July 2018**.

Also, they are required to complete the pre-onboarding formalities scheduled for **Tuesday, 19th June 2018 at 2:30pm** at our Marisoft office (Kalyani Nagar).

We shall reach out to them separately on the detailed schedule.

Intern Name	Email	Cell	College
Ankit Khare	ankitandk@gmail.com	8793499892	DYPIMCA
Divyesh Bhagwani	divyesh.bhagwani1@gmail.com	9424505383	DYPIMCA
Sharad Malani	sharadmalani.aiesec@gmail.com	9950696666	DYPIMCA

Thanks & Regards,



Abhijit Malvade

PTC Software (India) Pvt. Ltd | Marisoft IT Park,

Kalyaninagar, Pune - 411 014, India

Phone: +91-20-66053253

PTC.com



K. N. Nimbale
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

WIRED TO TECHNOLOGIES

SIMPLE SOLUTIONS FOR BUSINESS

INTERNSHIP OFFER LETTER

12

Dear Harshal Ramkrushna Gode,

Wired To Technologies is pleased to offer you an educational internship opportunity as a Python Trainee intern. You will report directly to Giridhar Kadam. This position is located in Pune.

As you will be receiving academic credit for this position, you will not be paid. Additionally, students do not receive benefits as part of their internship program.

For this position, your major duties will include Python, HTML, CSS, JavaScript, jQuery, AJAX, XML, APIs, Angular2, Django and SQL.

Your schedule will be approximately 54 hrs per week beginning 02-Oct-2018.

Your assignment will conclude on 03-Oct-2018.

Please review, sign and return via E-mail to confirm acceptance, no later than 02-Oct-2018.

Congratulations and welcome to the team!

WIRED TO TECHNOLOGIES

Sincerely,
Swanand Awatade
Proprietor



K. Nimbh

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

HEM OPAL, PLOT NO.26, EKTA SOCIETY, WAKADEWADI, PUNE, MAHARASHTRA

411003

+91 963 741 5650, INFO@WIRED2TECHNOLOGIES.COM

WWW.WIRED2TECHNOLOGIES.COM



DREAMWORTH
SOLUTIONS

Dreamworth Solution Pvt. Ltd,
24, Pune A, Opposite Kapse Garden,
H Block, M.I.D.C., Pimpri Colony,
Pimpri Chinchwad, Pune -411018

Phone No. : 9975735367
Website: www.dreamworth.in

Date: 21 /09/ 2018

OFFER LETTER

Dear **Pawar Hitesh**

We are pleased to appoint you to the position of **Jr. Software Developer** on terms and conditions, which have been mutually discussed and agreed upon.

Your appointment with us is effective on your joining date, i.e. **21 /09/ 2018**. As agreed, your Annual Total Employment Cost to the Company will be **1.2 LPA**.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure -A and only after you confirm acceptance to Annexure -A, your appointment with us would be valid.

We at Dreamworth are growing at a faster pace along with the world of technology. We have to work and grow together as a team, in order to match our steps with this changing world. So with complete trust and faith, we at Dreamworth welcome you to our ever-growing team of expertise.

To confirm your acceptance of this offer, on the terms and conditions specified in Annexure - A, please sign in the space provided. You are requested to return the duplicate copy of this letter within 2 days of your joining along with a mail stating your acceptance for the Annexure -A.

Once again, we are happy to welcome you to **Dreamworth Solutions Pvt. Ltd!!**

Dreamworth Solutions Pvt. Ltd.

ACCEPTED BY


(SIGNATURE)

Shweta Bisen
Director


(SIGNATURE)

NAME: **Hitesh Pawar**
DATE: **21/09/2018**




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

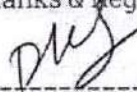
It is our pleasure to offer an educational internship program to below students of Dr. D.Y. Patil College, Pune.

Sr.	Name	Stream	College Name	Post
1	Shyam Kamdar	MCA	Dr. D. Y. Patil	Project Intern
2	Shrikant Patil	MCA	Dr. D. Y. Patil	Project Intern
3	Shubham Gundale	MCA	Dr. D. Y. Patil	Project Intern
4	Akshay Dhawle	MCA	Dr. D. Y. Patil	Project Intern
5	Vaibhav Mane	MCA	Dr. D. Y. Patil	Project Intern
6	Nikita Pawar	MCA	Dr. D. Y. Patil	Project Intern
7	Kamlesh Mahajan	MCA	Dr. D. Y. Patil	Project Intern
8	Nitin Salunkhe	MCA	Dr. D. Y. Patil	Project Intern
9	Pranita Zade	MCA	Dr. D. Y. Patil	Project Intern
10	Umashankar Lipne	MCA	Dr. D. Y. Patil	Project Intern

Internship program scheduled approximate from 02-Jan-2019 to 30-June-2019.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

Thanks & Regards,



Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

15

INTERNSHIP OFFER LETTER

Khan Anwar Noormohammad

Dr.D.Y.Patil Institute Of MCA Akurdi ,Pune

Subject: offer Letter for Internship

Dear Anwar,

In reference to your application we would like to congratulate you on being selected for internship with **GTL Software** based at **Kothrud, Pune**. Your training is scheduled to start effective **26/12/2018** for a period of 6 months.

As such, 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 in class.

The project details and technical platform will be shared with you on or before commencement of training

Again, congratulations and we look forward to working with you.

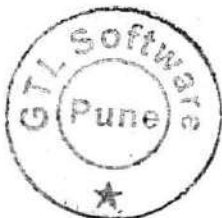
You should report for training at the following address:

GTL Software



Contact Person: Rahul Sharma

Yours sincerely,




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



www.gtlsoftwares.com

Address: Office No. 1 Vitthalsmruti , KokanExp Len, Rahul Nagar, Kothrud, Pune, 411038

TrigenSoft

Mr.

Date: 10th September 2018

Kishor Patil,

Chinchwad, Pune - 411033.

16

APPOINTMENT LETTER

Dear Kishor Patil,

We are glad to appoint you with our company "Trigensoft Solutions Pvt. Ltd." for the position "**Jr. Software Engineer**", your duties will resume with us on 10th September 2018.

With reference to your application and subsequent interaction, we are pleased to make an offer of employment on the following terms and conditions. The remuneration applicable to you are mentioned in Annexure-1

Your headquarters will be in Balewadi, Pune until the company intimates you otherwise.

A. There are certain terms and conditions that a candidate must know while exploring employment option with the Company.

1. Your joining shall be subject to

- Upon receipt of satisfactory references
- Upon submission of copies of following testimonials
(10th, 12th, Degree certificates/provisional, marks card (consolidated or semester) - originals and 2 sets of photo copies)
(4 Passport size photos)
(Offer Letter- 2 sets of photocopies)
(Photo ID proof- Pan card/ Voters ID/ DL)
(Residential Proof- Aadhar card, Electricity Bill, Water Bill)
(Reliving Letter/ experience Certificate/Resignation acceptance from the previous organization (if applicable): Originals +2 sets of Photocopies)

If the candidate fails in submission of the above documents, the Company reserves the right to withdraw this offer letter and/or cancel your appointment.

You will be on **probation** for a period of six months from the date of your joining the company. Upon satisfactory completion of probation, you will be confirmed in the position.



K. N. Nimbharkar
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

[Signature]

Trigensoft Solutions (P) Ltd.

Office 202, 2nd Floor, Shiv-Sai Complex, Opp. DIMR College, Balewadi, Pune-411045, MH. Ph. No.-2065005333

TrigenSoft

2. Any inaccuracy of the testimonials and information provided by a candidate in his/her application form may lead to withdrawal of employment offer or termination of employment, as the case may be.
3. Your employment with the company shall at all times be subject to your successfully clearing extensive background checks which may include criminal, financial and other background checks as required by the company based on its business requirements. The company may terminate your employment on an unsatisfactory background check.
4. Please note that the gross salary mentioned here is subject to change and that the final terms of employment along with details of salary structure will be intimated along with the offer letter.
5. During the period of probation, your services may be terminated by either party giving the other 30 days' notice or basic salary in lieu thereof.
6. After confirmation and thereafter, your services may be terminated at any time by either party giving the other a two months notice or salary in lieu thereof. However, due to the exigencies of business, the Company at its sole discretion may not agree to take the basic salary in lieu of notice and ask you to serve the entire part of notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.
7. While in the employment of the Company, you are in no way, allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the company.
8. You confirm that you have disclosed fully to the company all your business interest whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.
9. You will be required to effectively carry out all the duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.
10. You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/or termination in case of no improvement in performance.



DIRECTOR

K. Nimra
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

TrigenSoft

11. The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and may not necessarily be on Sunday.

B. Confidentiality

1. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the company, any information about the interest or business of the company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients- the information you may have acquired while in the employment of the company.
2. You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents official or otherwise relating to the Company except with the prior approval of the management.
3. Upon separation from the Company, you shall return to the Company all the assets and property of the Company, documents, files, books, papers, memos or any other property of the Company in your possession or under your control.
4. The terms of this offer are strictly confidential between you and the Company.
5. You will abide by the information security policy of the company and all the rules and regulation contained therein.
6. 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.
7. Information pertaining to the Company's operation shall remain confidential and safeguarded by you. On joining the company, a formal agreement to effect non-disclosure of confidential information and intellectual property shall be executed by you.
8. During the course of your employment, you may across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.



[Handwritten signature]

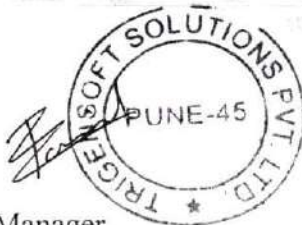
TrigenSoft

9. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the management 's opinion is discovered and/or due to non-disclosure of relevant information about you in the company.
10. Your continuance in employment is subject to your maintaining clean criminal and financial records.
11. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
12. Any and all of the terms and conditions of services may be modified or changed at the Company's discretion.

We are confident that you will prove to be an invaluable resource towards realization of our collective goals. We welcome you to the Trigensoft family and looking forward to a long and mutually beneficial association.

Yours Faithfully,

I accept the terms of this letter For Trigensoft Solutions Private Limited.



HR Manager

Trigensoft Solutions Private Limited


(Signature)





DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
411 044

Trigensoft Solutions (P) Ltd.

Office 202,2ndFloor,Shiv-Sai Complex,Opp. DIMR College,Balewadi,Pune-411045,MH. Ph. No.-2065005333

Appendix 1

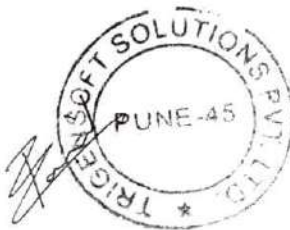
Compensation Details	
Name	Kishor Patil
Role Designation	Jr. Software Developer
Date of Joining	10th September 2018
Location of Posting	PUNE

Fixed Components	Amount in INR per month
Basic	3200
HRA	2400
Performance Pay	1000
Special Allowance	800
City Allowance	600
Transport Allowance	1000

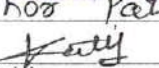
Gross Salary per month	9,000/-
Deductions	
PF	-
PT	200/-
Take Home	8,800/-

Total Annual CTC	1,08,000/-
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** All the above is as per Company Policies and procedures and are subject to change.




DIRECTOR
 D. Y. Patil Institute of Master of Computer
 Applications and Management
 Akurdi, Pune-411 044

Name	Kishor Patil
Sign	
Date	10 th September 18

Date : 17-Oct-18

LETTER OF APPOINTMENT

Dear **Madhav Avinash Saraf**,

With reference to your application exploring career opportunities with Tekvision LLP & your subsequent discussions with us, Tekvision is pleased to offer you employment on the following terms and conditions:

1. You shall be designated as **Trainee Accessibility Tester** and this position shall be based in Pune, brief details of which are as follows:
Appointment Date: **22-Oct-18**
Remuneration Amount: **INR 5000 Per Month**
2. Please note that the remuneration figure quoted above is subject to standard deductions of TDS (if applicable).
3. Your performance during initial 2 months will decide the period of your probation with us. We will have a one-on-one with you for the same. After the agreed probation period is over, depending upon your performance - we will revise/decide on your terms of employment with us.
4. As per your assurance, you will be staying with us for at least a period of 1.5 years from the date of your joining. From our discussions with you, we understand that you have no issues in signing a bond for the same.
5. On your joining you must furnish the following :
 - a. Attested copies of all certificates (School, College & Professional Education).
 - b. 2 Passport size photographs.
 - c. Id & Address Proof. (Passport /Driving License/Aadhar Card/Electricity Bill)
6. You shall be governed by the rules & policies applicable to Tekvision LLP staff.
7. You shall agree to accept the Service Contract for undergoing specialized training and/or work that may be assigned to you during your tenure with Tekvision.
8. You are required to join Tekvision latest by **22-Oct-18** failing which this offer will be deemed to be null and void, unless the date of joining is extended, in writing, by an authorized representative of Tekvision.

Please sign & return a copy of this offer letter, signifying your acceptance to the terms and conditions stated above.


Signature

Date: 19/10/2018






DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

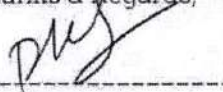
It is our pleasure to offer an educational internship program to below students of Dr. D.Y. Patil College, Pune.

Sr.	Name	Stream	College Name	Post
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9	Pranita Zade	MCA	Dr. D. Y. Patil	Project Intern
10	Umashankar Lipne	MCA	Dr. D. Y. Patil	Project Intern

Internship program scheduled approximate from 02-Jan-2019 to 30-June-2019.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

Thanks & Regards,



Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited

**DIRECTOR**

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

GTL SOFTWARE

Contact: 020-65003957 || 91-8446633957 || info@gtlsoftwares.com

INTERNSHIP OFFER LETTER

Nilesh Tanaji Sarak

Dr.D.Y.Patil Institute Of MCA Akurdi ,Pune

Subject: offer Letter for Internship

Dear Nilesh,

In reference to your application we would like to congratulate you on being selected for internship with **GTL Software** based at **Kothrud, Pune**. Your training is scheduled to start effective **26/12/2018** for a period of 6 months.

As such, 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 in class.

The project details and technical platform will be shared with you on or before commencement of training

Again, congratulations and we look forward to working with you.

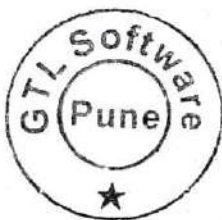
You should report for training at the following address:

GTL Software



Contact Person: Rahul Sharma

Yours sincerely,



DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



www.gtlsoftwares.com

Address: Office No. 1 Vitthalsmruti , KokanExp Len, Rahul Nagar, Kothrud, Pune, 411038

Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

It is our pleasure to offer an educational internship program to below students of Dr. D.Y. Patil College, Pune.

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Internship program scheduled approximate from 02-Jan-2019 to 30-June-2019.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

Thanks & Regards,



Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited



DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Date: 13/08/2018

Mr. Omkar Arun Surve,
At Karanjkhoh
Navin Vasahat
Mahad-Raigad

Dear Mr. Omkar Arun Surve,

01. Reference your application and subsequent interview for employment with Aloha, we are pleased to offer you the followings broad terms:

- a) Role: Software Developer
- b) Date of Joining: 13/08/2018
- c) Cost to Company: 2,18,460 (Rs.) Per Annum (Two Lakh Eighteen Thousand Four Hundred Sixty Rupees Only)

02. Probation Period:

You will be on training/probation for a period of six months. In the event of unsatisfactory performance during the training/probation period your services can be terminated. However, it can be extended at the sole discretion of Management you will continue to be on training/probation till such time as informed of confirmation in writing. During training/probation, your services may be terminated at a day's notice, without assigning any reason whatsoever.

03. Notice Period:

You will be required to give three months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment in hand requiring more than three months, the Company will have the discretion to relieve you only at the end of the completion of such assignment.

04. Agreement:

Our offer to you as an employee is subject to your executing the agreements as per the drafts. You will be required to submit the signed agreements at the time of joining duty.




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

ANNEXURE

Name

Omkar Arun Surve

Description	Gross Monthly	Per Annum
Gross Basic	15,200	182,400
Gross HRA	760	9,120
Gross Conveyance	0	0
SA	0	0
Gross Salary	15,960	191,520
PF Employer Contribution as per EPF Act	0	0
ESI Employer Contribution as per ESI Act	759	9,108
Bonus as per Payment of Bonus Act*	755	9,060
Gratuity as per Payment of Gratuity Act	731	8,772
CTC	18,205	218,460

*Bonus will be applicable as per the Maharashtra Payment of Bonus Act 1965




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

0.15m

05. Transfer:

Your services can be transferred to any of our units/departments situated anywhere in India or abroad.

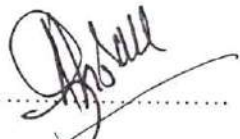
06. Other Terms & Conditions:

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 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 discretion of the Company.

You will also be governed by the rules and regulations of the Company as applicable to your category of employees.

Thanking You

Yours sincerely,
Aloha Technology Pvt. Ltd.


.....
(Authorised Signatory)




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

G. A. Sene

Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

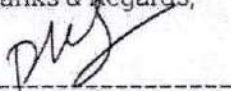
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Internship program scheduled approximate from 02-Jan-2019 to 30-June-2019.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

Thanks & Regards,



Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

23

JR78513/B/GL/31-May-2019

To:

Prashant Bhagwani,
Pune

Subject: Offer of Employment

Dear Prashant,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

Position	Associate Engineer – Product Support
Grade	F0
Location	Full time at Pune
Probation Period	Twelve Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	01 July 2019

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 38,760
Performance Bonus	: Rs. 34,884
Total Compensation	: Rs. 500,000
Cost To Company	: Rs. 521,778

Quarterly Incentive Plan payout will be made as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048



K. Nimrod
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



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

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

Mamta Wasan
Senior Vice President – Human Resources

I, Prashant Bhagwani, hereby agree to the terms and conditions stated above and will join on or before 01 July 2019. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.

Sign:

Date:

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048



DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

ANNEXURE – A

Name	Prashant Bhagwani
Designation	Associate Engineer – Product Support

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 @ 12% of Basic Salary	1,862	22,344
TOTAL FIXED PAY (A)	38,760	465,116
PERFORMANCE BONUS (B) *		34,884
TOTAL COMPENSATION (A+B)		500,000
<u>ANNUAL BENEFITS (C)</u>		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	8,953	
Premium paid by the employer for GHMI**	12,570	
Premium paid by the employer for GPA**	255	
COST TO COMPANY (A+B+C)	521,778	

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.

* Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable)

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

January 31, 2019

To,
Ms. Kumari Sakshi
Pune

Subject: Offer letter for Internship

Dear Sakshi,

Further to your Internship Interview with us, we are pleased to deploy you on a Live Project at our esteemed organization.

You would be under the able guidance of our Program Managers and Team Leaders. You will work in a group and abide by our rules and regulations assigned on the joining day.

We wish you all the very best and have a pleasant stay with **ITSource Technologies Ltd.**

Thanking You.

For ITSource Technologies Limited

Authorized Signatory



A handwritten signature in purple ink, appearing to read "K. N. Nimbharkar".

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Dypimca placements <placements@dypimca.ac.in>

To: Ankit Khare <ankitandk@gmail.com>, divyesh.bhagwani1@gmail.com, Sharad Malani <sharadmalani.aiesec@gmail.com>

Tue, Jun 5, 2018 at 12:23 PM

Dear TPO,

Congratulations!

Below is the list of selected students from your college.

Kindly ensure that they join PTC. Their date of joining would be **Monday, 2nd July 2018**.

Also, they are required to complete the pre-onboarding formalities scheduled for **Tuesday, 19th June 2018 at 2:30pm** at our Marisoft office (Kalyani Nagar).

We shall reach out to them separately on the detailed schedule.

Intern Name	Email	Cell	College
Ankit Khare	ankitandk@gmail.com	8793499892	DYPIMCA
Divyesh Bhagwani	divyesh.bhagwani1@gmail.com	9424505383	DYPIMCA
Sharad Malani	sharadmalani.aiesec@gmail.com	9950696666	DYPIMCA

Thanks & Regards,



Abhijit Malvade

PTC Software (India) Pvt. Ltd | Marisoft IT Park,

Kalyaninagar, Pune - 411 014, India

Phone: +91-20-66053253

PTC.com



K. N. Moh
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

It is our pleasure to offer an educational internship program to below students of Dr. D.Y. Patil College, Pune.

Sr.	Name	Stream	College Name	Post
1	Shyam Kamdar	MCA	Dr. D. Y. Patil	Project Intern
2	Shrikant Patil	MCA	Dr. D. Y. Patil	Project Intern
3	Shubham Gundale	MCA	Dr. D. Y. Patil	Project Intern
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8	Nitin Salunkhe	MCA	Dr. D. Y. Patil	Project Intern
9	Pranita Zade	MCA	Dr. D. Y. Patil	Project Intern
10	Umashankar Lipne	MCA	Dr. D. Y. Patil	Project Intern

Internship program scheduled approximate from 02-Jan-2019 to 30-June-2019.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

Thanks & Regards,



Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited



DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

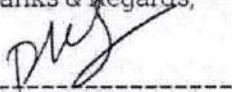
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Thanks & Regards,



Mr. Rakesh Sarvaiya
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Casepoint Private Limited




DIRECTOR
D. Y. Patil Institute of Master of Computer
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Akurdi, Pune-411 044

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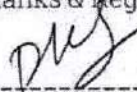
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Thanks & Regards,



Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited





DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Ref No: VSS/TECH-DEPT/JAVA/INTERN/J0348

February 04th, 2019

APPOINTMENT LETTER

Dear Mr. Somesh Gokulwale

Welcome to **Vertical Software Solution**,

I am pleased to have you as part of our team. I foresee your potential skill as a valuable contribution to our company and clients. Your appointment as **Java Developer Intern** will commence on the date as discussed.

As an intern member you will be on probation period for six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at **Vertical Software** is dependent on your successful completion of the probationary period. You will be entitled to all **allowances and benefits** whatsoever decided by the management.

Leave and other company policies are available at **Annexure A** new policies are reviewed and posted at our website from time to time by the management of Vertical Software Solution for your benefit.

Your below signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Vertical Software Solution on the given date.

I am looking forward to working with you.

Sincerely,

Mr. Sudhir Atkire




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Vertical Software, Parijat Society, Trimurti Colony, Near Jain Mandir, Hadapsar, Pune-411028. Contact No:

8390859090, 9623302129, www.verticalsoftware.co.in E-mail :- info@verticalsoftware.co.in

Annexure A

Bond Agreement

- The bond will be for period 6 months mandatory upon mutual understanding between Company and Employee (referred as Java Developer Intern).
- The employee must intimate to the company for taking leaves at least 1 day ahead in electronic way.
- The employee can continue with service with permission from Company Management.
- In case of accidental death or natural death, the bond will not be applicable to both.
- If any illegal activity is found in piracy of any other, then company hold all the right to take legal action.
- No employee is allowed to rag other in form of work. Caste, Sexual harassment or any other.
- If any employee does not follow, according to companies policies, then company hold all right to take legal action.
- If the bond agreement is broken, then company holds all the right to take legal action.
- Company holds all the right to change policy from time to time.
- All IPR regarding policy applicable to employee. Company possesses all authority regarding IPR ownership.
- Employee must maintain discipline of company and boost morale of team.

Date: 13/02/2019.



Internship For

Mr. Somesh Gokulwale


Agreed and accepted


DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Pune-411 044

Vertical Software, Parijat Society, Trimurti Colony, Near Jain Mandir, Hadapsar, Pune-411028. Contact No:

8390859090, 9623302129, www.verticalsoftware.co.in E-mail :- info@verticalsoftware.co.in

GTL SOFTWARE

Contact: 020-65003957 || 91-8446633957 || info@gtlsoftwares.com

INTERNSHIP OFFER LETTER

Somesh Dayanand Patil

Dr.D.Y.Patil Institute Of MCA Akurdi ,Pune

Subject: offer Letter for Internship

Dear Somesh,

In reference to your application we would like to congratulate you on being selected for internship with **GTL Software** based at **Kothrud, Pune**. Your training is scheduled to start effective **2/01/2019** for a period of 6 months.

As such, 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 in class.

The project details and technical platform will be shared with you on or before commencement of training

Again, congratulations and we look forward to working with you.

You should report for training at the following address:

GTL Software

Contact Person: Rahul Sharma

Yours sincerely,



K. Narob

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



www.gtlsoftwares.com

Address: Office No. 1 Vitthalsmruti , KokanExp Len, Rahul Nagar, Kothrud, Pune, 411038

Date: 27-Oct-2018

To,
M/s. Jasmita Kaur, Mr. Rahul Chaudhari
Placement Department,
Dr. D.Y. Patil College, Pune.

INTERNSHIP OFFER LETTER

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Internship program scheduled approximate from 02-Jan-2019 to 30-June-2019.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

Thanks & Regards,



Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited



DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

I, hereby signed below have accepted to join the Casepoint Pvt. Ltd. as Project Intern and further will be working as permanent employee after completion my internship program.

Sr	Name	Post	Signature	Mobile Number
1	Shyam Kamdar	Project Intern		7378631996
2	Shrikant Patil	Project Intern		7350511177
3	Shubham Gundale	Project Intern		7387492848
4	Akshay Dhawle	Project Intern		8806824992
5	Vaibhav Mane	Project Intern		8087057080
6	Nikita Pawar	Project Intern		7028476309
7	Kamlesh Mahajan	Project Intern		8552940955
8	Nitin Salunkhe	Project Intern		7057279579
9	Pranita Zade	Project Intern		8983208523
10	Umashankar Lipne	Project Intern		9665274809




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Date: 27-Oct-2018

To,
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INTERNSHIP OFFER LETTER

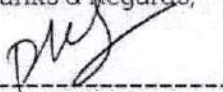
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Mr. Rakesh Sarvaiya
Team Lead - Human Resource
Casepoint Private Limited



DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Result of campus interview

1 message

patronised space <patronisedspace@gmail.com>

Sun, Jul 29, 2018 at 5:37 PM

To: Dypimca placements <placements@dypimca.ac.in>

Hello sir/Madam,

We are Patronised Space IT Services. As we conducted interviews yesterday.

We are happy to announce selected candidates name. Their joining will be from Monday,30th July 2018. We are looking forward to this.

Names of Candidates are:

1. Dhanashree Chindale
2. Deepak Rajput
3. Gauri Uttarwar
4. Monika Chauhan

Before Time, Beyond Expectation !!!

Warm Regards,

Suraj Rajendra Katare

Manager- Business Development,

Patronised Space IT Services, Pune

Mobile: 7755960606 | e- suraj@patronisedspace.com


DIRECTOR
D. Y. Patil Institute of Master of Computer
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Manager- Business Development,

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DIRECTOR
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Manager- Business Development,

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Mobile: 7755960606 | e- suraj@patronisedspace.com


DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

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Mobile: 7755960606 | e- suraj@patronisedspace.com



DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Dear Ashvini Suresh,

January 07, 2019

SUB: Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as **Service Delivery Partner, HRO** at our Pune office. You will be on probation for a period of 2 months from the date of joining. You will be confirmed, on successful completion of probation.

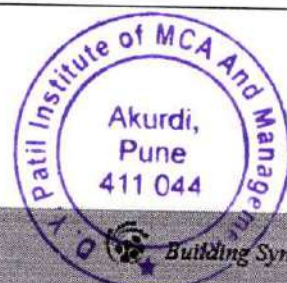
Breakup of your compensation package is provided herewith. This structure will be applicable on you completing your education & submitting proof of the same. Till such time you will be paid a stipend of Rs. 10,000 per month subject to statutory deductions as applicable from time to time.

As discussed we would like you to join our company on January 07, 2019 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs.350000 per annum (CTC). You will be issued a detailed appointment letter upon completion of your education.

	Per Month	Per Annum
General components		
Basic	Rs. 10208	Rs. 122500
House Rent Allowance	Rs. 5104	Rs. 61250
Special Allowance	Rs. 8946	Rs. 107358
Food Coupon	Rs. 2200	Rs. 26400
Total Gross Salary	Rs. 26458	Rs. 317508
Employer Contribution		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity **	Rs. 491	Rs. 5892
Total Employer Contribution	Rs. 2291	Rs. 27492
Annuals		
Insurance Premium		Rs. 5000
Annual Cost to Company (CTC)		Rs. 350000
Total CTC		Rs. 350000
Employee Deductions		
Provident Fund	Rs. 1800	Rs. 21600
Total Net Salary *		Rs. 24659
Coverage		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



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: *Neeyamo 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.

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than (Offer Date + 2 calendar days), post which the offer stands null & void.

We count on you to take Neeyamo to greater heights. Wish you the very best!

Warm Regards

For Neeyamo Enterprise Solutions Pvt. Ltd.



Rupinder Kaur

Associate Director | Neeyamo Enterprise Solutions

Annexure

Annexure 1: List of documents 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 License/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)



DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Building Synergies



Tuesday, 26 February 2019

Private and confidential

Rohan Sunil Bagul

FLAT NO3,LAKSHMINARAYAN SOC,BHOIR COLONY,CHINCHWAD,NEAR KAKA HALWAI-411033

Offer of Employment

Dear Rohan,

I am delighted to offer the role of Finance Executive with SuperannuationOps Private Limited (SuperConcepts) on the employment terms set out in this letter and in the attached, 'Working at SuperConcepts - Terms & Conditions' document, collectively referred to as your employment **Agreement**.

Outlined below is a summary of the key terms of your offer of employment. If you have any questions regarding the terms and conditions set out in this Agreement, please contact Jyoti Shivaji Walke.

Position

You will be employed on a permanent basis in the role of Finance Executive.

Start Date

- Your commencement date is Tuesday, 12 February 2019.

Hours of Work

- You will be employed on a permanent full-time basis and your ordinary hours of work are 45 hours per week.
- Ordinary business hours are between 8:00am till 7:30pm and it is expected you will work during these hours. Required working hours will be determined by your leader and you will be advised upon commencement when you are required in the office.

Remuneration & Benefits

- You will be paid ₹15,964.00 cost to company (CTC), including tax, applicable allowances, Employee Provident Fund (EPF) and Employees' State Insurance (ESI) per month. Further information about your CTC can be found in Schedule A.

Location of Work

- You will be based in the Pune Office.
- SuperConcepts may reasonably require you to work at other locations, including interstate and overseas. SuperConcepts may at its sole discretion, second, depute, assign and / or transfer your employment to any office in India or overseas or to any of its affiliates or to any third parties.

Probation Period

- You will have a Probationary Period of 6 months. Either you or SuperConcepts can give 2 weeks' notice in writing during the probationary period and SuperConcepts can elect to provide 2 weeks' pay in lieu of notice. SuperConcepts reserves the right to extend your probationary period if your performance or behaviour is not to the expected standards.

SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159

162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445

K. Nimesh
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



To confirm your acceptance of this offer, please sign below and return a scanned copy of all pages of the agreement via email to teams.peopleculture@superconcepts.com.au within 7 days of the date of this letter. You should retain a copy for your own records. If we do not receive your acceptance within 7 days, the offer will lapse.

Congratulations on your new role, we are looking forward to welcoming you to the SuperConcepts team!

Yours sincerely,

Shailendra Salunke
Director, Operations

Offer Acceptance

I have read and agree to the conditions given in this letter and the attached document, 'Terms & Conditions'. I also acknowledge:

- I have had reasonable opportunity to obtain legal advice regarding this offer;
- I have not relied on any promises or assurances except those provided in this offer; and
- I have not been placed under any undue pressure to accept this offer.

Signature

Date




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159
162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445

Terms and Conditions

Role

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Schedule A – Cost to Company (CTC)

DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Role

1. Duties and responsibilities

- 1.1. You will be employed on a permanent full-time basis as Finance Executive or such other position determined by SuperConcepts from time to time commensurate with your skills. SuperConcepts may reasonably require you to be employed by a **Related Body Corporate**.
- 1.2. SuperConcepts may vary your duties and responsibilities from time to time, in consultation with you.

2. Hours

You may be required to work reasonable additional hours, outside your normal working hours including on weekends and public holidays, to perform the duties of your role. Your remuneration package includes compensation for all hours worked.

Remuneration and Benefits

3. Pay and incentives

3.1. Salary

- 3.1.1. Your full time CTC will be ₹15,964.00 per month.
- 3.1.2. Your CTC is paid in satisfaction of all hours worked by you.
- 3.1.3. SuperConcepts may vary the type or value of the components of your CTC at its discretion, as long as this does not reduce the total amount of your CTC. The components of your CTC may be varied based *inter alia* on merit considering the periodic and consistent overall performance, business conditions and other parameters as SuperConcepts may determine at its sole discretion. A change in the salary structure is subject to SuperConcepts discretion and shall not be considered as a matter of right available to you.
- 3.1.4. Your CTC will be reviewed annually.
- 3.1.5. All payments you receive pursuant to your appointment as an employee of SuperConcepts would be subject to statutory deductions as per applicable law including but not limited to tax deduction at source. SuperConcepts may withhold from any amounts payable to you; such central, state and local taxes 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. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities.
- 3.1.6. If, you become indebted to SuperConcepts for any reason during your employment under this Agreement, SuperConcepts may, if it so elects, set off any sum you may have due to it against the compensation payable to you, and collect any remaining balance you.

3.2. Gratuity

- 3.2.1. Upon cessation of your employment, you may be entitled to gratuity, as calculated under the Payment of Gratuity Act, 1972.

3.3. Statutory Bonus

- 3.3.1. You shall be entitled to bonus under the Payment of Bonus Act, 1965, if applicable.



R. Y. Patil
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

4. Benefits

4.1. Discretionary Benefits

In addition to your CTC, SuperConcepts may provide you with other benefits. These benefits may cease, or the basis on which they are provided be changed, from time to time at the discretion of SuperConcepts.

Conditions of Employment

5. Leave

- 5.1. Earned leave, casual leave and sick leave - you are entitled to leave in accordance with the provisions of applicable law.
- 5.2. Maternity benefit - you may be entitled to maternity benefit under the Maternity Benefit Act, 1961.
- 5.3. Please refer to the SuperConcepts leave policy for additional details on the leave you will be entitled to.

6. Policies and Procedures

You are directed to read and comply with the obligations imposed on you within the SuperConcepts policies and procedures as they relate to your employment. These policies and procedures may be varied by SuperConcepts from time to time, and you are directed to comply with such variations. Such policies and procedures do not form part of your contract of employment with SuperConcepts including where such policies are referred to in this Agreement.

7. Confidentiality

- 7.1. All information regarding SuperConcepts business and affairs and that of its clients and employees which is not publicly available is confidential information and must be treated in the strictest of confidence by you during your employment and following the end of your employment. Confidential information means all confidential information of SuperConcepts including but not limited to sensitive financial information, trade secrets and sensitive know-how or any sensitive information relating to the affairs of a client.
- 7.2. Both during and after your employment, you must not copy, store, use or disclose any confidential information of which you become aware, except in the proper course of your employment and with the prior approval of SuperConcepts and (where applicable) any person to whom the information relates.

8. Privacy

You agree that you have read and understood the Privacy Policy included with your employment pack. You consent to SuperConcepts collecting using and transferring personal information about you in accordance with that statement and as otherwise notified from time to time.

9. Other employment and business interests

During your employment you must not, without the prior written approval of SuperConcepts, undertake other employment or be engaged in any capacity in any other business which may adversely affect the performance of your duties or responsibilities as an employee; or be concerned or interested in any business of a similar nature or competitive with that carried on by SuperConcepts (other than as a customer or shareholder of less than 1% of the issued capital of a publicly listed company).




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

10. Intellectual Property Rights and Moral Rights

- 10.1. 'Intellectual Property Rights' means all current and future registered and unregistered intellectual property rights in relation to any copyright, patents, inventions, discoveries, designs, trademarks, domain names, trade secrets, know-how and the right to have confidential information kept confidential.
- 10.2. 'Moral Rights' means the right of integrity of authorship (that is, not to have a work subjected to derogatory treatment), the right of attribution of authorship of a work, and the right not to have authorship of a work falsely attributed. Moral Rights applies in respect of any Intellectual Property Rights.
- 10.3. You assign to SuperConcepts all Intellectual Property Rights created or generated by you (whether alone or with any other persons) in the course of, in connection with or arising out of your employment with SuperConcepts.
- 10.4. You acknowledge that you may have Moral Rights. You agree to waive your Moral Rights and voluntarily and unconditionally consent to all or any acts or omissions by SuperConcepts or persons authorised by SuperConcepts, which would otherwise infringe your Moral Rights.
- 10.5. You must execute all documents and do all acts and things required by SuperConcepts to enable it to register, exploit and further assure the rights assigned, and consents given under subclause 0.
- 10.6. This clause continues to apply post the termination of your employment.

11. Background Checks and Warranties

- 11.1. This offer, and/or any ensuing employment with SuperConcepts including any offer of a new position, is strictly subject to SuperConcepts being satisfied with the results of any pre-employment background checks, your eligibility to work legally in India, satisfactory reference checks (if relevant) and any further background checks which may be required from time to time during the period of your employment. SuperConcepts reserves the right to withdraw this offer at any time or terminate without notice any contract formed should the background/reference checks not be satisfactory.
- 11.2. You warrant and agree that you have brought to the attention of your new Manager, or will bring to the attention of your new Manager, any matters now or in the future involving yourself that may affect SuperConcepts' brand or reputation including investigations by a law enforcement agency or other government agency, criminal or civil proceedings, or criminal or civil judgment against you in respect of:
 - 11.2.1. criminal matters (other than a minor traffic offence);
 - 11.2.2. bankruptcy, insolvency or creditor arrangements; and
 - 11.2.3. fraud, misrepresentation or dishonesty.
- 11.3. This offer, and your ongoing employment with SuperConcepts, is conditional upon you being able to provide the above warranties and agreements.

12. Accuracy of Information

You declare that all of the information provided by you to SuperConcepts is true and correct. You acknowledge that if you knowingly provide information which is untrue or incorrect, it may amount to serious misconduct and may result in your employment being terminated without notice.

13. Workplace surveillance

- 13.1. SuperConcepts notifies you that it carries out ongoing, intermittent surveillance of the use of computer and other electronic and communications systems by employees – including emails, internet and files (including files stored on employees' work computers).
- 13.2. The surveillance is carried out by all means available to SuperConcepts which may include:
 - 13.2.1. accessing employees' email account or emails;
 - 13.2.2. accessing files and other information contained on employees' computers, storage devices and communications devices;

- 13.2.3. accessing records of internet usage by employees (including sites and pages visited, files downloaded, video and audio files accessed and data input); and
- 13.2.4. use of monitoring, logging and automatic alerting software and other specialised software.

Leaving SuperConcepts

14. Termination

- 14.1. Your employment may be terminated at any time by you or SuperConcepts giving 8 weeks' notice in writing or by SuperConcepts making a payment to you equal to the salary (less the costs of any applicable benefits tax or other taxes which are included as part of your salary) you would have received had you worked during the notice period.
- 14.2. During the notice period, SuperConcepts may require you to:
 - 14.2.1. not attend for work but remain available and contactable for duties;
 - 14.2.2. perform duties other than your usual duties that you are adequately skilled and qualified to perform;
 - 14.2.3. not contact clients, employees or other business associates of SuperConcepts or SuperConcepts confidential information;
 - 14.2.4. Serve SuperConcepts diligently; or
 - 14.2.5. any combination of the above.

14.3. Misconduct

SuperConcepts may terminate your employment at any time without prior notice if you engage in misconduct, including, without limitation:

- 14.3.1. a breach of this Agreement or your employment obligations;
- 14.3.2. a serious or persistent breach of SuperConcepts policies or procedures;
- 14.3.3. deliberately engaging in behaviour inconsistent with the continuation of your employment;
- 14.3.4. conduct that risks a person's health or safety, or the reputation, viability or profitability of SuperConcepts;
- 14.3.5. theft, fraud, dishonesty, misrepresentation or assault;
- 14.3.6. being intoxicated or under the influence of illicit drugs at work;
- 14.3.7. refusing to carry out a lawful and reasonable instruction.

14.4. What happens after termination

If your employment is terminated for any reason:

- 14.4.1. SuperConcepts may deduct any amount it owes you from any amount you owe SuperConcepts, except where it is not legally entitled to do so.
- 14.4.2. You must return all property of SuperConcepts on termination. This includes, but is not limited to, property leased by SuperConcepts, confidential information, machine readable material, software, computers, credit cards, keys and vehicles.
- 14.4.3. SuperConcepts may require you to assist in any legal proceedings against it or, where relevant to your role, any affiliate or related body corporate up to 7 years after your employment ends, and will reimburse you for any associated costs.

At the time of cessation of your employment with the Company, you may be required to execute a separation and release agreement.



K. N. Nimbh
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

15. Post-Employment Restraints

- 15.1. In your position you have or will have influence over SuperConcepts and its affiliates and related bodies corporate (**Group**) clients, employees and contractors, and will continue to have access to confidential information as defined in this Agreement.
- 15.2. You acknowledge that the restrictions set out below that operate after your employment with SuperConcepts ends are reasonable and necessary to protect the Group's business.
- 15.3. You agree and undertake that during the term of your employment and for a period of one year following the date of your termination for any reason whatsoever, you shall not directly or indirectly be interested in, engage in, be concerned with, or provide services or trade in goods, whether solely or with others, whether as an employee, officer, director, agent, partner, consultant, member of any company or other commercial enterprise or otherwise, to or with any competitor, SuperConcepts Client and/or any affiliate of SuperConcepts.

You agree and undertake that during the term and for a period of one year from the date of your termination, you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function): (a) seek, canvas, solicit or accept or provide from or to any Person, (which term includes an individual, corporation, partnership, limited liability company, association, trust or other entity or organisation, including a government or political subdivision or an agency or instrumentality thereof) who is a SuperConcepts Client, any services or business of the type offered by SuperConcepts and/or its affiliates; (b) seek to persuade any SuperConcepts Client or prospective SuperConcepts Client not to conduct or renew any services or business with SuperConcepts and/or its affiliates, or to terminate such business; or (c) seek to employ, solicit or entice away, or encourage anyone else to do so, from SuperConcepts and its affiliates, any employee, who is currently employed or was employed by SuperConcepts and/or its affiliates one year prior to such solicitation (whether or not such person is a full-time employee).



K. A. Wamde
DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**

About this Agreement

16. Entire Agreement

- 16.1. This Letter of Offer and 'Terms and Conditions' document make up the entirety of the agreement between you and SuperConcepts in respect of your employment.
- 16.2. This Agreement supersedes any prior agreement, understanding or negotiations you may have had with SuperConcepts and any prior condition, warranty, indemnity or representation imposed, given or made by either SuperConcepts or yourself in the past in relation to its subject matter.
- 16.3. If some or all of any clause in this Agreement is found to be illegal or unenforceable it will be deemed to be removed. In that case, the rest of the Agreement will remain in force.
- 16.4. If at any time you or SuperConcepts do not insist a clause in this Agreement is enforced, it does not mean you or SuperConcepts waive the right to enforce it, or any other clause of the Agreement in future.
- 16.5. Any confirmations given by you as part of this Agreement can be relied on by SuperConcepts as a warranty. A warranty is an assurance that a statement of fact is true and can be relied upon.

17. Governing law

The governing law of this Agreement will be the law of India.

18. Definitions

- 18.1. '*SuperConcepts client*' is defined as any person who is, or was during the last 12 months of your employment, a client of any Group company including a person who conducts or conducted business with a Group company; who invests or invested in SuperConcepts funds or assets; who promotes or promoted investment in SuperConcepts funds or assets; who uses or used SuperConcepts products or services; who has purchased or invested in SuperConcepts products or services, or proposes to do so; a person to whom a financial services licensee of a Group company or their representative, has provided financial services or proposes to do so; and/or a person with whom a Group company, financial services licensee or their representative, was having negotiations or discussions with regarding that person becoming a SuperConcepts client, during the last 3 months of your employment.
- 18.2. '*SuperConcepts funds or assets*' means funds or assets established, developed, promoted or managed by SuperConcepts. This includes, but is not limited to, general ledger and financial reporting software products or services provided to self-managed superannuation funds and administration services provided to self-managed superannuation funds that are developed, promoted, or provided by SuperConcepts and any related bodies corporate in the geographical area and any other location where SuperConcepts conducts business or sources customers and clients.
- 18.3. '*Person*' includes an individual person, a company, a partnership, a firm, a trust, and any other entity.



K. Nimob
DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**

Schedule A – Cost to Company (CTC)

Your CTC consists of the following:

Base salary	₹7,207.00
House allowance	₹2,883.00
Special allowance	₹3,257.00
Professional development allowance	₹ 467.00
Statutory bonus	₹ 600.00
Employee Provident Fund (EPF)	₹ 865.00
Employees' State Insurance (ESI)	₹ 685.00
 Cost to Company (CTC)	 ₹15,964.00




DIRECTOR
D. Y. Patil Institute of Master of Computer
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Akurdi, Pune-411 044

◇ HDFC SALES

HDFC Sales

Wing A/4th Floor, HDFC House, H T Parekh Marg, 165,166 Backbay Reclamation Churchgate, Mumbai - 20

PAY SLIP FOR THE MONTH OF : JUNE 2019

Name	Tarun Jagdish Bhaktyani	PAN	CRXPB8226P		
Employee Code	36839	ESI No.	3310799269		
Designation	JUNIOR OFFICER - LOAN ORIGINATION	PF No.	MH/BAN/47218/90871		
Bank Name	HDFC Bank Limited	UAN			
Department	HOME LOANS	Bank Account No.	50100245341232		
Location	NAV_NAVI PETH	LOP Days	0.500	Arrear Days	0.00
Earnings	Amount	Arrears	Earnings	Amount	Arrears
BASIC	10325.00	0.00	PF	1239.00	0.00
HRA	3606.00	0.00	PT	200.00	0.00
INCENTIVE	300.00	0.00	ESI	250.00	0.00
			LWF	12.00	0.00
Total Earnings	14,231.00	0.00	Total Deductions	1,701.00	0.00
Net Pay :	12,530.00	Days Payable :	29.50		
Indian rupee Twelve Thousand(s) Five Hundred Thirty Only					
* Computer generated salary slip. Signature not required					



K. N. Nimbale

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

14-01-2019

Sharafat Khan
Pune

Subject: **LETTER OF OFFER**

Dear Deepak ,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-01-2019**.

The annual compensation calculated on Cost to Company will be **INR 290500/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.19000 /-p.m.	114000
2	Revised Salary - After Six Months*	Rs.22500 /-p.m.	135000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	19000	19000
4	End of 12 Months - One month Salary	22500	22500
	Total CTC per annum		290500

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Pune**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika Singh
Head - Human Resources, Pune

K. Nimob
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Deepak Singh	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	21-01-2019	
CTC	290500/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	5700	6750
House Rent Allowance (HRA)	3420	4050
Departmental Allowance	2375	2813
Desk Allowance	2375	2813
Personal Allowance	2104	2491
Salary (C1)	15974	18917
Statutory Components		
Employer PF Contribution	684	810
Employer ESIC Contribution	759	899
Benifits(c2)	1443	1709
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	0	0
Statutory Bonus	1583	1874
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	19000	22500
Deductions		
Employee PF Contribution	684	810
Employee ESIC Contribution	280	332
Total Deductions (b)	964	1142
Net Take Home {a - b - C2}	16593	19649
Total CTC	19000	22500

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Head - Human Resources, Pune



[Signature]
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

ObjectWin

Date: 31-May-2019

Ref: OTIPL/TRN/31/05/2019/010

Dear Pavan Devagiri,

Sub: Letter of Employment Agreement as Associate Recruiter-TAG

This Agreement is entered into this 31 May-2019 between ObjectWin Technology India Pvt Ltd, a Company registered in India, having its registered office at "165/2, Kalyani Magnum IT Park, 6th Floor, IIM Post, Bannerghatta Road, JP Nagar 7th Phase, Bangalore- 560076" (hereinafter called the 'Company' / 'OTIPL') and Pavan Devagiri an Indian Inhabitant residing at 102, 1st Cross, Abappa Layout, BTM Layout, Bangalore and having permanent address at #84/C/2, 8th Cross, Vijaynagar, Hubballi (herein after referred to as "Associate Recruiter-TAG") of the other part.

1. We are pleased to offer you, the position of Associate Recruiter-TAG with ObjectWin Technology India Pvt. Ltd (OTIPL), for Talent Acquisition.
2. This would initially involve extensive training for a period of One Year for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to Associate Recruiter-TAG.
3. The Associate Recruiter-TAG undertakes to undergo the training methodologies, as may be required and understand the job responsibilities, so that the same are carried out in an effective manner.
4. Duties: Trainee's duties will consist of the specific assignment as per the discretion of the Assigned Program / Account / Business Manager from OTIPL.
5. Reporting Manager: Associate Recruiter-TAG would report to the assigned Program/Account/Business Manager at OTIPL.
6. Start Date: The start date of training will be 31-May-2019.
7. Training & Employment Period: The training will be for a period of 12 months from joining date and further period of employment of 6 months at OTIPL.
8. Compensation: Your compensation is outlined as below:

CTC Component Description (per month)	From May 2019 to April 2020	Per Annum
Training Stipend	15,010	1,80,120
Statutory Bonus	2,980	35,760
Fixed Cost to the Company	17,990	2,15,880
Employer Contribution to ESI	855	10,260
Cost to the Company	18,845	2,26,140
Estimated Incentive (EI)	2,500	30,000
Total Cost to the Company	21,345	2,56,140

Note:-

(a) Professional Tax and TDS (Tax Deducted at Source) will be deducted as per applicable laws.

9. Incentive: Associate Recruiter-TAG will be eligible for incentives as per Associate Recruiter-TAG incentive policy.

ObjectWin Technology India Pvt. Ltd., 165/2, Kalyani Magnum IT Park, 'B' Wing, 6th Floor, Doraisani Palya, IIM Post, Bannerghatta Road, JP Nagar 7th Phase, Bangalore - 560 076 Tel: +91-80-41705032 - 33 / 41304599 Fax: +91-80-41304577 URL: objectwin.com
CIN: U72200KA2006PTC039518

**DIRECTOR**

D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

10. Benefits:

- a. Statutory Benefits like ESI, Bonus, and Workmen Compensation as per Applicable laws.
- b. Personal Accident Insurance for self to an extent of Two Lakhs or more based on your grade.
- c. Other benefits as per applicable grade.

11. Associate Recruiter-TAG agrees to work, the number of hours/ shift/s as scheduled by the Program/Account/Business Manager.

12. Holidays: Associate Recruiter-TAG will be entitled to Holidays as per list of paid holidays.

13. Expense Reimbursement: Associate Recruiter-TAG will be eligible for expense reimbursement approved by management.

14. Associate Recruiter-TAG as part of the consideration for the training efforts and cost involved acknowledges that substantial costs have been invested on him/her for training him/her specifically for effectively handling the job responsibilities.

15. The Associate Recruiter-TAG shall not during the period of this agreement work directly or indirectly work as employee, consultant or partner or any other capacity.

16. The Associate Recruiter-TAG shall be faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whatsoever and shall use his/her best endeavors to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his/her knowledge.

17. Any dispute or difference arising out of this Agreement shall be resolved through Arbitration. The sole Arbitrator, appointed in consultation with parties shall conduct such Arbitration. The venue shall be in Bangalore.

18. The Associate Recruiter-TAG Confirms that he/she did not pay any amount in Kind or Cash, to anybody to join as a "Associate Recruiter-TAG" at OTIPL.

19. In witness hereof the parties have executed this Agreement on the day and date mentioned above at Bangalore. The Witness for the Associate Recruiter-TAG also provides Surety to Compensate the Company, in case the Associate Recruiter-TAG defaults to honor Service Agreement.

20. **Non-Disclosure confidentiality:** Associate Recruiter-TAG will maintain confidentiality of all information related to OTIPL and OTIPL's client and not use any information which may be competitive or detrimental to OTIPL or its Client. During performance of Services, Associate Recruiter-TAG, will come across Confidential Information (hereinafter referred as "Information") of OTIPL. Associate Recruiter-TAG agrees

- a. To hold the Information in complete confidence and, unless Associate Recruiter-TAG, has OTIPL prior written consent, not disclose it, in whole or in part, to any person other than those directly concerned with the Services and whose knowledge of such Information is essential for such purposes.
- b. Not to use the Information for any purpose other than to enable Associate Recruiter-TAG, to perform any services with prior written consent of OTIPL Management;
- c. To return to OTIPL upon demand any and all Information, written documents (or copies thereof) equipment, computer software or other materials entrusted to Associate Recruiter-TAG in the course of the performance of the Services and not to distribute in whole or in part any such documents, materials or other items without OTIPL prior written consent; and
- d. To comply with all procedures and policies specified by OTIPL from time to time including but not limited to Physical Security, Data Security or Information Security.
- e. To non-disclosure of the Services performed by Associate Recruiter-TAG without the prior written consent of OTIPL Management.

21. The confidentiality obligations in this Agreement shall be binding on Associate Recruiter-TAG, as long as the Information retains commercial value which may be even after Associate Recruiter-TAG, cease performing the Services. The intellectual property related clauses given below shall last for the duration of any related Intellectual Property Rights.

OTIPL Initials
OTIPL - Employment Agreement

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

Associate Initials

Page 2 of 3





Sarah Dsouza <placements_mba@dypimca.ac.in>

(no subject)

2 messages

Ashwini Dhaybar <ashwinidhaybar460@gmail.com>
To: placements_mba@dypimca.ac.in

Fri, Jan 25, 2019 at 2:25 PM

Dear sir,

I am ashwini dhaybar. I am working in Right advisorz. And my monthly package is 10000. I will submit offer letter as soon as possible.

Thanks & Regards
Ashwini dhaybar

D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>
To: Ashwini Dhaybar <ashwinidhaybar460@gmail.com>

Fri, Jan 25, 2019 at 2:34 PM

plesae ask tejavi to send same email urgently
Prof. Pravin Thorat
Training & Placement Officer
D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi
Mob: 9923963332
Email: placements_mba@dypimca.ac.in
Facebook Page: www.DYPIMBAFacebbok.ac.in
Website:www.DYPIMCA.ac.in

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex Akurdi,
Cell: 9850042835
Email :placements@dypcoeakurdi.ac.in

[Quoted text hidden]



DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Sarah Dsouza <placements_mba@dypimca.ac.in>

Regarding Placement

1 message

radhika gaikwad <radhika.genesishrs@gmail.com>
To: placements_mba@dypimca.ac.in

Fri, Jan 25, 2019 at 2:04 PM

Good Afternoon,
Sir/mam

Name:
Radhika Jalingar Gaikwad

Company name:
Applycup Hiring Solution

Designation:
Technical Recruiter

Package:
1.2LPA+Incentive(3 months training period)

1.5LPA+Incentive(after 3 months)Inhand

I got Job in applycup hiring solution,pune
But this job is for training in IT.so I just want to tell,I also want placement from collage side.

Regards,
Radhika Gaikwad.



K. N. Nimbale
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune 411 044

Dear Blessi Hulyal,

Sub: Letter of Employment Agreement as Associate Recruiter-TAG

This Agreement is entered into this 31-May-2019 between ObjectWin Technology India Pvt Ltd, a Company registered in India, having its registered office at "165/2, Kalyani Magnum IT Park, 6th Floor, IIM Post, Bannerghatta Road, JP Nagar 7th Phase, Bangalore- 560076" (hereinafter called the 'Company' / 'OTIPL') and Blessi Hulyal an Indian inhabitant residing at 102, 1st Cross, Abappa Layout, BTM Layout, Bangalore and having permanent address at #4/41A, Hubballi Building Azad Colony Keshwapur Road, Hubballi (herein after referred to as "Associate Recruiter-TAG") of the other part.

1. We are pleased to offer you, the position of Associate Recruiter-TAG with ObjectWin Technology India Pvt. Ltd (OTIPL), for Talent Acquisition.
2. This would initially involve extensive training for a period of One Year for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to Associate Recruiter-TAG.
3. The Associate Recruiter-TAG undertakes to undergo the training methodologies, as may be required and understand the job responsibilities, so that the same are carried out in an effective manner.
4. **Duties:** Trainee's duties will consist of the specific assignment as per the discretion of the Assigned Program / Account / Business Manager from OTIPL.
5. **Reporting Manager:** Associate Recruiter-TAG would report to the assigned Program/Account/Business Manager at OTIPL.
6. **Start Date:** The start date of training will be 31-May-2019.
7. **Training & Employment Period:** The training will be for a period of 12 months from joining date and further period of employment of 6 months at OTIPL.
8. **Compensation:** Your compensation is outlined as below:

CTC Component Description (per month)	From May 2019 to April 2020	Per Annum
Training Stipend	15,010	1,80,120
Statutory Bonus	2,980	35,760
Fixed Cost to the Company	17,990	2,15,880
Employer Contribution to ESI	855	10,260
Cost to the Company	18,845	2,26,140
Estimated Incentive (EI)	2,500	30,000
Total Cost to the Company	21,345	2,56,140

Note:-

(a) Professional Tax and TDS (Tax Deducted at Source) will be deducted as per applicable laws.

9. **Incentive:** Associate Recruiter-TAG will be eligible for incentives as per Associate Recruiter-TAG incentive policy

OTIPL Initials

ObjectWin Technology India Pvt. Ltd., 165/2, Kalyani Magnum IT Park, 6th Floor, IIM Post, Bannerghatta Road, JP Nagar 7th Phase, Bangalore - 560 076 Tel: +91-80-41745552, 41745553 Fax: +91-80-41304077, 41304078 Email: hr@objectwin.com

CIN: U72200KA2006PTC039518

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Dear khushboo Jawaje,

January 07, 2019

SUB: Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as **Service Delivery Partner**, at our Pune office. You will be on probation for a period of 2 months from the date of joining. You will be confirmed, on successful completion of probation.

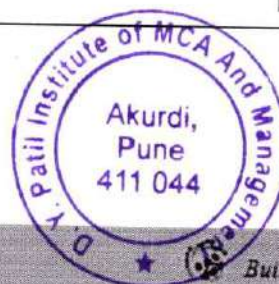
Breakup of your compensation package is provided herewith. This structure will be applicable on you completing your education & submitting proof of the same.

As discussed we would like you to join our company on January 07, 2019 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs.323492 per annum (CTC). You will be issued a detailed appointment letter upon completion of your education.

	Per Month	Per Annum
General components		
Basic	Rs. 9500	Rs. 114000
House Rent Allowance	Rs. 4750	Rs. 57000
Special Allowance	Rs. 7800	Rs. 93600
Food Coupon	Rs. 2200	Rs. 26400
Total Gross Salary	Rs. 24250	Rs. 291000
Employer Contribution		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity **	Rs. 491	Rs. 5892
Total Employer Contribution	Rs. 2291	Rs. 27492
Annuals		
Insurance Premium		Rs. 5000
Annual Cost to Company (CTC)		Rs. 323492
Total CTC		Rs. 323492
Employee Deductions		
Provident Fund	Rs. 1800	Rs. 21600
Total Net Salary *		Rs. 24542
Coverage		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



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.

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than (Offer Date + 2 calendar days), post which the offer stands null & void.

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 | Neeeyamo Enterprise Solutions

Annexure

Annexure 1: List of documents 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 License/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)

DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management**
Akurdi, Pune-411 044





Ayush Joshi
Pune

05th October 2018

PERSONAL & CONFIDENTIAL

Dear Ayush,

We are pleased to extend you an offer to join OYO as **City Operations – Venue manager - Band 1A**.

This letter will memorialize the terms of your employment by OYO. Your employment is contingent on your ability to furnish employment eligibility documentation as required by law. However, if considered expedient and necessary, we may conduct background checks on you on our own or through third party. You hereby consent to any such background checks and undertake to co-operate if so requested by us. We look forward to your joining and helping us grow the Company's business!

Your employment with the Company may be subject to successful pre and/or post-employment background check.

The terms of your employment are as follows:

Start Date: 08th October 2018 or earlier

1. **PLACE OF WORK:** Your assigned work location is **Pune**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
2. **Leave and Working Hours:** You will be entitled to leave as per company policy and will observe the working hours as may be applicable to your category of employees and location of posting.
3. **Fulfillment Obligation:** Any cash bonuses or other expenses paid prior to normal salary periods are recoverable by the Company for the first 120 days of employment should you terminate your employment without cause.
4. **Confidentiality and Invention Assignment:** Your employment is conditioned upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to abide by the terms of the Agreements may result in your dismissal, and you are subject to their terms even after the termination of your employment.
5. **Transfer & Relocation:** You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment, factory or branch of the company or its affiliate, associate or subsidiary companies. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.
6. **Non –Compete:** You agree that during the term of your employment and for further period of 6 calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued

K. Nimesh
DIRECTOR
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Palazzo, Southern Peripheral Road, Sec-69, Gurgaon-122001
Phone: 01246252000 Email: talent.acquisition@oyorooms.com
CIN: U63090DL2012PTC231770
Akurdi, Pune-411 044





by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties ("Restricted Business"), other than through the Company.

7. **Non-Solicitation of Customers:** You agree that during the term of your employment and for a further period of 24 (twenty four) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts; (i) solicit any Restricted Business from any customer; (ii) persuade any existing or prospective customer to cease doing Restricted Business with the Company; (iii) reduce the amount of Restricted Business which any customer has customarily done or might propose doing with the Company.
8. **Non-Solicitation and Non Hire of Company Employees:** You agree that during the term of your employment and a further period of 24 (twenty four) calendar months after separation from the Company, for whatever reasons, you shall not either directly or indirectly solicit or entice away or endeavor to solicit or to entice away or assist any other Person to solicit or hire or entice away from the Company, any Company employee.
9. **Probation, Confirmation & Termination:** a) You will be on probation for a period of 90 days from the date of your appointment, where after, post completion of 90 days your services with the organization stands confirmed unless otherwise notified in writing through the HR team. The Company reserves the right to reduce or extend your probation period at its absolute discretion.
b) During the probation period/ extended period of probation, company shall be entitled to terminate your employment without cause at any time by giving you 7 calendar days' notice or salary in lieu thereof. However, in case of cause, the Company can terminate your employment immediately. If you wish to terminate your employment with the Company during the probation period/ extended period of probation, then you shall be required to serve 7 calendar days' notice period from the day next to resignation or salary in lieu thereof. During the notice period you shall not be entitled to any paid or unpaid leave and the notice period cannot be adjusted by any accrued leave. The decision of waiving the notice period lies at the sole discretion of the Company.
c) Post probation confirmation, company shall be entitled to terminate your employment, without cause, at any time by giving you 30 days' notice or salary in lieu thereof. You are also bound to provide the company with 30 calendar days' notice period from the day next to resignation or salary in lieu thereof. During the notice period you shall not be entitled to any paid or unpaid leave and the notice period cannot be adjusted by any accrued leave. The decision of waiving the notice period lies at the sole discretion of the Company.
10. **Confidentiality & Non Compete and Non Solicitation:** You certify not to share your salary or any company details along with not joining any competitor as an employee or contractor or solicit any employee from the company to join a company.
11. **Term:** The Company may terminate your employment for cause with immediate effect at any time. No salary or allowances will be paid for any period if you are terminated for cause.
12. **Salary:** Refer annexure – B for salary details.
13. **"Employee Agreement":** To protect the interests of the Company, you will need to sign the Company's standard Terms & Conditions of Employment (attached as annexure A), invention assignment agreement, Oravel Stays Private Limited Confidentiality Agreement and conflict of interest agreement (collectively, the "Employee Agreements") as a condition of your employment. You represent that your signing of this offer

DIRECTOR
D. Y. Patil Institute of MCA And Management
Applications and Management
Akurdi, Pune-411 044

Oravel Stays Private Limited
Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017
Corporate Office: Oravel Stays Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001
Phone: 01246252000 Email: talent.acquisition@ovorooms.com
CIN: U63090DL2012PTC231770



letter, and the Employee Agreements and your commencement of employment with the Company will not breach any agreement currently in place between yourself and current or past employers.

Please confirm that this letter sets forth the terms of your employment with the Company by countersigning a copy of this letter below. Your signature below indicates that you fully understand the terms of your employment with the Company and that you enter this Agreement knowingly and of your own accord.

Sincerely,

Authorized Signatory

Ayush Joshi

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Oravel Stays Private Limited

Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

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Annexure A

Terms & Conditions of Employment

1. During the term of your employment with Oravel Stays Private Limited, you may not engage in any employment or act in any way, which either conflicts with your duties and obligations to Oravel Stays Private Limited, or is contrary to the policies or the interests of Oravel Stays Private Limited.
2. During the term of your employment with Oravel Stays Private Limited, you are required to disclose all material and relevant information, which may either affect your employment with Oravel Stays Private Limited currently or in the future or may be in conflict with the terms of your employment with Oravel Stays Private Limited, either directly or indirectly. If at any time during your employment, if Oravel Stays Private Limited becomes aware that you have suppressed any material or relevant information required to be disclosed by you, Oravel Stays Private Limited reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by Oravel Stays Private Limited.
3. You agree to conform to and comply with Oravel Stays Private Limited's Policy and such other directions and guidelines which Oravel Stays Private Limited may from time to time give as per its own discretion.
4. Notwithstanding anything mentioned in this Agreement, Oravel Stays Private Limited may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of Oravel Stays Private Limited's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or Oravel Stays Private Limited Policy or other documents or directions of Oravel Stays Private Limited, or irregularity in attendance, or your unauthorized absence of from the place of work for more than five (5) working days, or closure of the business of Oravel Stays Private Limited, or redundancy of your post in Oravel Stays Private Limited, or upon you conducting yourself in a manner which is regarded by Oravel Stays Private Limited as prejudicial to its own interests or to the interests of its clients.
5. Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects.
6. At the time of termination of your employment, if there are any dues from you, the same may be adjusted against any money due to you from Oravel Stays Private Limited on account of salary, bonus or any other such payments.
7. You agree that the laws of India shall govern the interpretation and enforcement of this Agreement and the provisions of the Indian Arbitration and Conciliation Act, 1996, shall govern all disputes under this Agreement. The venue for arbitration will be New Delhi.

This is to certify that I have read this Agreement and understood all the terms and conditions mentioned therein and I hereby accept and agree to abide by them.

Ayush Joshi

K. Nimale
DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management

Registered Office: Delhi Post Colony Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

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Annexure B

Note:-

Name	Ayush Joshi	
Designation	Venue Manager	
CTC	473,268	
Components	Annually	Monthly
FIXED		
Basic	165,644	13,804
HRA	82,822	6,902
Statutory Bonus	13,798	1,150
Flexible compensation	60,160	5,013
VARIABLE		
Performance Linked Incentive	120,000	
RETIRALS		
Employer contribution to PF	19,877	1,656
Gratuity	7,967	664
BENEFITS		
Medical Insurance premium	3,000	250
Total CTC	473,268	29,439

* CTC is subject to applicable tax deductions.

* Employee's contribution to PF and Gratuity will be deducted from CTC.

Authorized Signatory

Ayaan Sharif

DIRECTOR

D.Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Oravel Stays Private Limited

Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

Corporate Office: 9th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770



Annexure C

Basic	35% of CTC, Paid monthly and taxable
HRA	Paid monthly and taxable; tax exemption is available subject to submission of original rent receipts and compliance with other conditions, as specified in the company policy
Statutory Bonus	Statutory Bonus is mandatory for employees with Gross salary of up to INR 21000 p.m. For people above this threshold, this component will not exist. This will be paid monthly.

Flexible compensation

Leave Travel Allowance (LTA)	You can opt for LTA to reduce tax deduction from your salary. If you join in the middle of the year, you will be entitled to LTA on a pro-rata basis. Need to be claimed through Zeta
Telephone Allowance	You can opt for telephone allowance to reduce tax deduction from your salary Paid monthly and tax free subject to submission of original broadband bills and compliance with other conditions, as specified in the company policy. Need to be claimed through Zeta
Meal Allowance	You can opt for Meal Allowance to reduce tax deduction from your salary. Paid monthly and tax free subject to submission original bills for expense at restaurants, coffee shops, bakeries, food store, cafeterias etc. and compliance with other conditions, as specified in the company policy. Need to be claimed through Zeta

Variable Compensation

Performance Linked Incentive	Payable according to the company policy
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Retirals

Provident Fund	Provident fund contribution is calculated @ 12% on basic salary as employer's contribution and same amount is deducted from employee's gross salary as employee's contribution. Basic salary is capped at INR 15,000/month. However, post joining you can opt for Provident fund deduction on the entire basic salary. Provident Funds and Miscellaneous Provisions Act, provides for compulsory contributory fund for the future of an employee after retirement or for his dependents in case of his early death.
Gratuity	It is payable as per Gratuity act on retirement or Employee leaving the company of minimum 5 years of continuous service.

Benefits

Medical Insurance	Coverage of 3 Lakhs for self and immediate family (includes spouse & children)
Group Life and Personal Accident Insurance	Personal Accident insurance coverage of 3 times of annual CTC to the insured person or his / her nominated beneficiary as specified in the company policy.

Notes:

1. Any tax liabilities arising out of the salary payout shall be deducted as per the Income Tax Act, 1961
2. Tax computation shall be subject to investment declaration submitted by you
3. All the above components and benefits are as per company's policies, which are subject to change from time without an prior intimation
4. Professional Tax is subject to location.



Documents Required

To make the on boarding process smooth. Kindly bring one copy of the below mentioned documents on the date of Joining.

1. PAN Card Copy
2. Aadhar Card Copy
3. Permanent Address Proof
4. Current Address Proof
5. Mark sheet and pass certificate/degree of the highest qualification
6. Last company's Offer Letter/Appointment Letter copy (If applicable)
7. Last company's Increment letter copy (If applicable)
8. Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted and you are relieved (If applicable)
9. Last three month's Salary Slip from previous employer (If applicable)
10. Cancelled Cheque Copy (Bank Account Details)
11. 3 photographs

You are requested to inform your HR coordinator well in advance in case you are unable to provide any of the above mentioned documents on joining day. In the absence of any above mentioned documents we will not be able to complete your joining.

Thanks

Team HR @ OYO

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Oravel Stays Private Limited

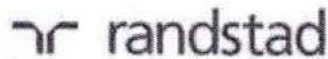
Registered Office: Delhi Rectangle Regus, Level 4, Rectangle 1, Commercial Complex D-4, Saket, New Delhi -110017

Corporate Office: 5th floor, Spaze Palazo, Southern Peripheral Road, Sec-69, Gurugram-122001

Phone: 01246252000 Email: talent.acquisition@oyorooms.com

CIN: U63090DL2012PTC231770

2019



Staffing | Search & Selection | HR Solutions | Inhouse Services

CRISIL/Randstad/May/2018

04/01/2019

To
Onkar Kapile

Provisional Offer of Employment for a fixed term

Dear Onkar

We welcome you to join our organization as on the following terms and conditions.

1. Your employment will be valid from 08/05/2019 to 7/05/2020 and will end on expiry of the said period, unless it is specifically extended in writing.
2. During the above-mentioned period, your services may be deputed to 'CRISIL Ltd' 'Associate' to do work pertaining to / incidental to the client's business, at any of their locations with in India.
3. Your CTC will be Rs.2.75Lac/- per Annum.

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. An appointment letter would be issued to you on your accepting the provisional offer.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional letter along with the scanned copy of your PAN card and duly filled Personal Information Form within 24 hours of receipt of this e-mail without which we will not be able to process your salary.

A detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best.

Yours Truly,
Neeta Bisale
Manager - Staffing


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**

(Acceptance Signature)



Thursday, 18 April 2019

Private and confidential

Shrikant Ganpat Muktawar
133/1, Matoshri Nivas, Chinchwadgaon, Pune - 411033

Offer of Employment

Dear Shrikant,

I am delighted to offer the role of Finance Executive with SuperannuationOps Private Limited (SuperConcepts) on the employment terms set out in this letter and in the attached, 'Working at SuperConcepts - Terms & Conditions' document, collectively referred to as your employment **Agreement**.

Outlined below is a summary of the key terms of your offer of employment. If you have any questions regarding the terms and conditions set out in this Agreement, please contact Jyoti Shivaji Walke.

Position

You will be employed on a permanent basis in the role of Finance Executive.

Start Date

- Your commencement date is Monday, 8 April 2019.

Hours of Work

- You will be employed on a permanent full-time basis and your ordinary hours of work are 45 hours per week.
- Ordinary business hours are between 8:00am till 7:30pm and it is expected you will work during these hours. Required working hours will be determined by your leader and you will be advised upon commencement when you are required in the office.

Remuneration & Benefits

- You will be paid ₹15,964.00 cost to company (CTC), including tax, applicable allowances, Employee Provident Fund (EPF) and Employees' State Insurance (ESI) per month. Further information about your CTC can be found in Schedule A.

Location of Work

- You will be based in the Pune Office.
- SuperConcepts may reasonably require you to work at other locations, including interstate and overseas. SuperConcepts may at its sole discretion, second, depute, assign and / or transfer your employment to any office in India or overseas or to any of its affiliates or to any third parties.

Probation Period

- You will have a Probationary Period of 6 months. Either you or SuperConcepts can give 2 weeks' notice in writing during the probationary period and SuperConcepts can elect to provide 2 weeks' pay in lieu of notice. SuperConcepts reserves the right to extend your probationary period if your performance or behaviour is not to the expected standards.

SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159
162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445
Applications and Management
Akurdi, Pune-411 044

DIRECTOR





To confirm your acceptance of this offer, please sign below and return a scanned copy of all pages of the agreement via email to teams.peopleculture@superconcepts.com.au within 7 days of the date of this letter. You should retain a copy for your own records. If we do not receive your acceptance within 7 days, the offer will lapse.

Congratulations on your new role, we are looking forward to welcoming you to the SuperConcepts team!

Yours sincerely,

Shailendra Salunke
Director, Operations

Offer Acceptance

I have read and agree to the conditions given in this letter and the attached document, 'Terms & Conditions'. I also acknowledge:

- I have had reasonable opportunity to obtain legal advice regarding this offer;
- I have not relied on any promises or assurances except those provided in this offer; and
- I have not been placed under any undue pressure to accept this offer.

Signature

Date

K. N. Nandab
DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159
162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445

Terms and Conditions

Role

- | | |
|--------------------------------|---|
| 1. Duties and responsibilities | 4 |
| 2. Hours | 4 |

Remuneration and Benefits

- | | |
|-----------------------|---|
| 3. Pay and incentives | 5 |
| 4. Benefits | 5 |

Conditions of Employment

- | | |
|---|---|
| 5. Leave | 5 |
| 6. Policies and Procedures | 5 |
| 7. Confidentiality | 5 |
| 8. Privacy | 5 |
| 9. Other employment and business interests | 5 |
| 10. Intellectual Property Rights and Moral Rights | 6 |
| 11. Warranties | 6 |
| 12. Accuracy of Information | 6 |
| 13. Workplace surveillance | 6 |

Leaving SuperConcepts

- | | |
|--------------------------------|---|
| 14. Termination | 7 |
| 15. Post-Employment Restraints | 8 |

About this Agreement

- | | |
|----------------------|---|
| 16. Entire Agreement | 9 |
| 17. Governing law | 9 |
| 18. Definitions | 9 |

Schedule A – Cost to Company (CTC)

10

K. Nimale

DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



Role

1. Duties and responsibilities

- 1.1. You will be employed on a permanent full-time basis as Finance Executive or such other position determined by SuperConcepts from time to time commensurate with your skills. SuperConcepts may reasonably require you to be employed by a **Related Body Corporate**.
- 1.2. SuperConcepts may vary your duties and responsibilities from time to time, in consultation with you.

2. Hours

You may be required to work reasonable additional hours, outside your normal working hours including on weekends and public holidays, to perform the duties of your role. Your remuneration package includes compensation for all hours worked.

Remuneration and Benefits

3. Pay and incentives

3.1. Salary

- 3.1.1. Your full time CTC will be ₹15,964.00 per month.
- 3.1.2. Your CTC is paid in satisfaction of all hours worked by you.
- 3.1.3. SuperConcepts may vary the type or value of the components of your CTC at its discretion, as long as this does not reduce the total amount of your CTC. The components of your CTC may be varied based *inter alia* on merit considering the periodic and consistent overall performance, business conditions and other parameters as SuperConcepts may determine at its sole discretion. A change in the salary structure is subject to SuperConcepts discretion and shall not be considered as a matter of right available to you.
- 3.1.4. Your CTC will be reviewed annually.
- 3.1.5. All payments you receive pursuant to your appointment as an employee of SuperConcepts would be subject to statutory deductions as per applicable law including but not limited to tax deduction at source. SuperConcepts may withhold from any amounts payable to you; such central, state and local taxes 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. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities.
- 3.1.6. If, you become indebted to SuperConcepts for any reason during your employment under this Agreement, SuperConcepts may, if it so elects, set off any sum you may have due to it against the compensation payable to you, and collect any remaining balance you.

3.2. Gratuity

- 3.2.1. Upon cessation of your employment, you may be entitled to gratuity, as calculated under the Payment of Gratuity Act, 1972.

3.3. Statutory Bonus

- 3.3.1. You shall be entitled to bonus under the Payment of Bonus Act, 1965, if applicable.


DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



4. Benefits

4.1. Discretionary Benefits

In addition to your CTC, SuperConcepts may provide you with other benefits. These benefits may cease, or the basis on which they are provided be changed, from time to time at the discretion of SuperConcepts.

Conditions of Employment

5. Leave

- 5.1. Earned leave, casual leave and sick leave - you are entitled to leave in accordance with the provisions of applicable law.
- 5.2. Maternity benefit - you may be entitled to maternity benefit under the Maternity Benefit Act, 1961.
- 5.3. Please refer to the SuperConcepts leave policy for additional details on the leave you will be entitled to.

6. Policies and Procedures

You are directed to read and comply with the obligations imposed on you within the SuperConcepts policies and procedures as they relate to your employment. These policies and procedures may be varied by SuperConcepts from time to time, and you are directed to comply with such variations. Such policies and procedures do not form part of your contract of employment with SuperConcepts including where such policies are referred to in this Agreement.

7. Confidentiality

- 7.1. All information regarding SuperConcepts business and affairs and that of its clients and employees which is not publicly available is confidential information and must be treated in the strictest of confidence by you during your employment and following the end of your employment. Confidential information means all confidential information of SuperConcepts including but not limited to sensitive financial information, trade secrets and sensitive know-how or any sensitive information relating to the affairs of a client.
- 7.2. Both during and after your employment, you must not copy, store, use or disclose any confidential information of which you become aware, except in the proper course of your employment and with the prior approval of SuperConcepts and (where applicable) any person to whom the information relates.

8. Privacy

You agree that you have read and understood the Privacy Policy included with your employment pack. You consent to SuperConcepts collecting using and transferring personal information about you in accordance with that statement and as otherwise notified from time to time.

9. Other employment and business interests

During your employment you must not, without the prior written approval of SuperConcepts, undertake other employment or be engaged in any capacity in any other business which may adversely affect the performance of your duties or responsibilities as an employee; or be concerned or interested in any business of a similar nature or competitive with that carried on by SuperConcepts (other than as a customer or shareholder of less than 1% of the issued capital of a publicly listed company).


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



10. Intellectual Property Rights and Moral Rights

- 10.1. 'Intellectual Property Rights' means all current and future registered and unregistered intellectual property rights in relation to any copyright, patents, inventions, discoveries, designs, trademarks, domain names, trade secrets, know-how and the right to have confidential information kept confidential.
- 10.2. 'Moral Rights' means the right of integrity of authorship (that is, not to have a work subjected to derogatory treatment), the right of attribution of authorship of a work, and the right not to have authorship of a work falsely attributed. Moral Rights applies in respect of any Intellectual Property Rights.
- 10.3. You assign to SuperConcepts all Intellectual Property Rights created or generated by you (whether alone or with any other persons) in the course of, in connection with or arising out of your employment with SuperConcepts.
- 10.4. You acknowledge that you may have Moral Rights. You agree to waive your Moral Rights and voluntarily and unconditionally consent to all or any acts or omissions by SuperConcepts or persons authorised by SuperConcepts, which would otherwise infringe your Moral Rights.
- 10.5. You must execute all documents and do all acts and things required by SuperConcepts to enable it to register, exploit and further assure the rights assigned, and consents given under subclause 0.
- 10.6. This clause continues to apply post the termination of your employment.

11. Background Checks and Warranties

- 11.1. This offer, and/or any ensuing employment with SuperConcepts including any offer of a new position, is strictly subject to SuperConcepts being satisfied with the results of any pre-employment background checks, your eligibility to work legally in India, satisfactory reference checks (if relevant) and any further background checks which may be required from time to time during the period of your employment. SuperConcepts reserves the right to withdraw this offer at any time or terminate without notice any contract formed should the background/reference checks not be satisfactory.
- 11.2. You warrant and agree that you have brought to the attention of your new Manager, or will bring to the attention of your new Manager, any matters now or in the future involving yourself that may affect SuperConcepts' brand or reputation including investigations by a law enforcement agency or other government agency, criminal or civil proceedings, or criminal or civil judgment against you in respect of:
 - 11.2.1. criminal matters (other than a minor traffic offence);
 - 11.2.2. bankruptcy, insolvency or creditor arrangements; and
 - 11.2.3. fraud, misrepresentation or dishonesty.
- 11.3. This offer, and your ongoing employment with SuperConcepts, is conditional upon you being able to provide the above warranties and agreements.

12. Accuracy of Information

You declare that all of the information provided by you to SuperConcepts is true and correct. You acknowledge that if you knowingly provide information which is untrue or incorrect, it may amount to serious misconduct and may result in your employment being terminated without notice.

13. Workplace surveillance

- 13.1. SuperConcepts notifies you that it carries out ongoing, intermittent surveillance of the use of computer and other electronic and communications systems by employees – including emails, internet and files (including files stored on employees' work computers).
- 13.2. The surveillance is carried out by all means available to SuperConcepts which may include:
 - 13.2.1. accessing employees' email account or emails;
 - 13.2.2. accessing files and other information contained on employees' computers, storage devices or communications devices;

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Applications and Management
Akurdi, Pune-411 044



- 13.2.3. accessing records of internet usage by employees (including sites and pages visited, files downloaded, video and audio files accessed and data input); and
- 13.2.4. use of monitoring, logging and automatic alerting software and other specialised software.

Leaving SuperConcepts

14. Termination

- 14.1. Your employment may be terminated at any time by you or SuperConcepts giving 8 weeks' notice in writing or by SuperConcepts making a payment to you equal to the salary (less the costs of any applicable benefits tax or other taxes which are included as part of your salary) you would have received had you worked during the notice period.
- 14.2. During the notice period, SuperConcepts may require you to:
 - 14.2.1. not attend for work but remain available and contactable for duties;
 - 14.2.2. perform duties other than your usual duties that you are adequately skilled and qualified to perform;
 - 14.2.3. not contact clients, employees or other business associates of SuperConcepts or SuperConcepts confidential information;
 - 14.2.4. Serve SuperConcepts diligently; or
 - 14.2.5. any combination of the above.

14.3. Misconduct

SuperConcepts may terminate your employment at any time without prior notice if you engage in misconduct, including, without limitation:

- 14.3.1. a breach of this Agreement or your employment obligations;
- 14.3.2. a serious or persistent breach of SuperConcepts policies or procedures;
- 14.3.3. deliberately engaging in behaviour inconsistent with the continuation of your employment;
- 14.3.4. conduct that risks a person's health or safety, or the reputation, viability or profitability of SuperConcepts;
- 14.3.5. theft, fraud, dishonesty, misrepresentation or assault;
- 14.3.6. being intoxicated or under the influence of illicit drugs at work;
- 14.3.7. refusing to carry out a lawful and reasonable instruction.

14.4. What happens after termination

If your employment is terminated for any reason:

- 14.4.1. SuperConcepts may deduct any amount it owes you from any amount you owe SuperConcepts, except where it is not legally entitled to do so.
- 14.4.2. You must return all property of SuperConcepts on termination. This includes, but is not limited to, property leased by SuperConcepts, confidential information, machine readable material, software, computers, credit cards, keys and vehicles.
- 14.4.3. SuperConcepts may require you to assist in any legal proceedings against it or, where relevant to your role, any affiliate or related body corporate up to 7 years after your employment ends, and will reimburse you for any associated costs.

At the time of cessation of your employment with the Company, you may be required to execute a separation and release agreement.



K. Nimba
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

15. **Post-Employment Restraints**

- 15.1. In your position you have or will have influence over SuperConcepts and its affiliates and related bodies corporate (**Group**) clients, employees and contractors, and will continue to have access to confidential information as defined in this Agreement.
- 15.2. You acknowledge that the restrictions set out below that operate after your employment with SuperConcepts ends are reasonable and necessary to protect the Group's business.
- 15.3. You agree and undertake that during the term of your employment and for a period of one year following the date of your termination for any reason whatsoever, you shall not directly or indirectly be interested in, engage in, be concerned with, or provide services or trade in goods, whether solely or with others, whether as an employee, officer, director, agent, partner, consultant, member of any company or other commercial enterprise or otherwise, to or with any competitor, SuperConcepts Client and/or any affiliate of SuperConcepts.

You agree and undertake that during the term and for a period of one year from the date of your termination, you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function): (a) seek, canvas, solicit or accept or provide from or to any Person, (which term includes an individual, corporation, partnership, limited liability company, association, trust or other entity or organisation, including a government or political subdivision or an agency or instrumentality thereof) who is a SuperConcepts Client, any services or business of the type offered by SuperConcepts and/or its affiliates; (b) seek to persuade any SuperConcepts Client or prospective SuperConcepts Client not to conduct or renew any services or business with SuperConcepts and/or its affiliates, or to terminate such business; or (c) seek to employ, solicit or entice away, or encourage anyone else to do so, from SuperConcepts and its affiliates, any employee, who is currently employed or was employed by SuperConcepts and/or its affiliates one year prior to such solicitation (whether or not such person is a full-time employee).



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D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



16. Entire Agreement

17. Governing law

18. Definitions

- Dr. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Schedule A – Cost to Company (CTC)

Your CTC consists of the following:

Base salary	₹7,207.00
House allowance	₹2,883.00
Special allowance	₹3,257.00
Professional development allowance	₹ 467.00
Statutory bonus	₹ 600.00
Employee Provident Fund (EPF)	₹ 865.00
Employees' State Insurance (ESI)	₹ 685.00
 Cost to Company (CTC)	 ₹15,964.00


DIRECTOR
D. Y. Patil Institute of Master of Computer
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Akurdi, Pune-411 044



Date: 01-Apr-2019

Shruti Naik

Dear Shruti,

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	78846	6571
House Rent Allowance	39423	3285
Prorata Statutory Bonus	10500	875
Employer's Contribution to Provident Fund	9462	785
Special Allowance	58884	4907
Fixed Emolument	197115	16427
Performance Based Incentive**	7885	657
Emoluments Total (A)	205000	17084
Benefits B		
Employer's contribution to ESI	8914	
Gratuity***	3791	
Benefits Total (B)	12705	
Cost To Company (CTC): Total (A+B)	217705	
Deductions		
Employer's Contribution to Provident Fund		789
Employee's Contribution to Provident Fund		789
Employee's Contribution to ESI		274
Professional Tax		200
Net pay		14375

Compensation would be as per company prevailing policies.*Date of joining: (May-Jun 2019) Tentative****(* - Based on completion of exams and as per business requirement)**

Your place of work will be at Pune and you will be expected to attend the office during the working hours as decided by the company.


DIRECTOR**D. Y. Patil Institute of Master of Computer****Gallagher Service Center LLP**

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Viman nagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6825 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP



Vikrant Gune
Senior Service Delivery Manager- Human Resource

Name: _____

Date: ____ / ____ / ____

Sign: _____



DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Tuesday, 21 May 2019

Private and confidential

Parmeshwar Rajkumar Naubade
Flt no 8 wahekar heights ,Near soraver hotel walekar wadi Road Akurdi,Pune

Offer of Employment

Dear Parmeshwar,

I am delighted to offer the role of Finance Executive with SuperannuationOps Private Limited (SuperConcepts) on the employment terms set out in this letter and in the attached, 'Working at SuperConcepts - Terms & Conditions' document, collectively referred to as your employment **Agreement**.
Outlined below is a summary of the key terms of your offer of employment. If you have any questions regarding the terms and conditions set out in this Agreement, please contact Jyoti Shivaji Walke.

Position

You will be employed on a permanent basis in the role of Finance Executive.

Start Date

- Your commencement date is Tuesday, 14 May 2019.

Hours of Work

- You will be employed on a permanent full-time basis and your ordinary hours of work are 45 hours per week.
- Ordinary business hours are between 8:00am till 7:30pm and it is expected you will work during these hours. Required working hours will determined by your leader and you will be advised upon commencement when you are required in the office.

Remuneration & Benefits

- You will be paid ₹15,964.00 cost to company (CTC), including tax, applicable allowances, Employee Provident Fund (EPF) and Employees' State Insurance (ESI) per month. Further information about your CTC can be found in Schedule A.

Location of Work

- You will be based in the Pune Office.
- SuperConcepts may reasonably require you to work at other locations, including interstate and overseas. SuperConcepts may at its sole discretion, second, depute, assign and / or transfer your employment to any office in India or overseas or to any of its affiliates or to any third parties.

Probation Period

- You will have a Probationary Period of 6 months. Either you or SuperConcepts can give 2 weeks' notice in writing during the probationary period and SuperConcepts can elect to provide 2 weeks' pay in lieu of notice. SuperConcepts reserves the right to extend your probationary period if your performance or behaviour is not to the expected standards.

SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115169
162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445
Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

K. N. N. N.
DIRECTOR





To confirm your acceptance of this offer, please sign below and return a scanned copy of all pages of the agreement via email to teams.peopleculture@superconcepts.com.au within 7 days of the date of this letter. You should retain a copy for your own records. If we do not receive your acceptance within 7 days, the offer will lapse.

Congratulations on your new role, we are looking forward to welcoming you to the SuperConcepts team!

Yours sincerely,

Shailendra Salunke
Director, Operations

Offer Acceptance

I have read and agree to the conditions given in this letter and the attached document, 'Terms & Conditions'. I also acknowledge:

- I have had reasonable opportunity to obtain legal advice regarding this offer;
- I have not relied on any promises or assurances except those provided in this offer; and
- I have not been placed under any undue pressure to accept this offer.

Signature

Date


DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



SUPERANNUATIONOPS PRIVATE LIMITED

Corporate Identity Number: U74999TN2017FTC115159
162 & 163, Second Floor, Kodambakkam High Road, Nungambakkam,
Chennai, Tamil Nadu, INDIA, 600034, Tel: +91 44 45122445

Terms and Conditions

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Schedule A – Cost to Company (CTC)


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Akurdi, Pune-411 044



Role

1. Duties and responsibilities

- 1.1. You will be employed on a permanent full-time basis as Finance Executive or such other position determined by SuperConcepts from time to time commensurate with your skills. SuperConcepts may reasonably require you to be employed by a **Related Body Corporate**.
- 1.2. SuperConcepts may vary your duties and responsibilities from time to time, in consultation with you.

2. Hours

You may be required to work reasonable additional hours, outside your normal working hours including on weekends and public holidays, to perform the duties of your role. Your remuneration package includes compensation for all hours worked.

Remuneration and Benefits

3. Pay and incentives

3.1. Salary

- 3.1.1. Your full time CTC will be ₹15,964.00 per month.
- 3.1.2. Your CTC is paid in satisfaction of all hours worked by you.
- 3.1.3. SuperConcepts may vary the type or value of the components of your CTC at its discretion, as long as this does not reduce the total amount of your CTC. The components of your CTC may be varied based *inter alia* on merit considering the periodic and consistent overall performance, business conditions and other parameters as SuperConcepts may determine at its sole discretion. A change in the salary structure is subject to SuperConcepts discretion and shall not be considered as a matter of right available to you.
- 3.1.4. Your CTC will be reviewed annually.
- 3.1.5. All payments you receive pursuant to your appointment as an employee of SuperConcepts would be subject to statutory deductions as per applicable law including but not limited to tax deduction at source. SuperConcepts may withhold from any amounts payable to you; such central, state and local taxes 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. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities.
- 3.1.6. If, you become indebted to SuperConcepts for any reason during your employment under this Agreement, SuperConcepts may, if it so elects, set off any sum you may have due to it against the compensation payable to you, and collect any remaining balance you.

3.2. Gratuity

- 3.2.1. Upon cessation of your employment, you may be entitled to gratuity, as calculated under the Payment of Gratuity Act, 1972.

3.3. Statutory Bonus

- 3.3.1. You shall be entitled to bonus under the Payment of Bonus Act, 1965, if applicable.


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



4. Benefits

4.1. Discretionary Benefits

In addition to your CTC, SuperConcepts may provide you with other benefits. These benefits may cease, or the basis on which they are provided be changed, from time to time at the discretion of SuperConcepts.

Conditions of Employment

5. Leave

- 5.1. Earned leave, casual leave and sick leave - you are entitled to leave in accordance with the provisions of applicable law.
- 5.2. Maternity benefit - you may be entitled to maternity benefit under the Maternity Benefit Act, 1961.
- 5.3. Please refer to the SuperConcepts leave policy for additional details on the leave you will be entitled to.

6. Policies and Procedures

You are directed to read and comply with the obligations imposed on you within the SuperConcepts policies and procedures as they relate to your employment. These policies and procedures may be varied by SuperConcepts from time to time, and you are directed to comply with such variations. Such policies and procedures do not form part of your contract of employment with SuperConcepts including where such policies are referred to in this Agreement.

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- 7.1. All information regarding SuperConcepts business and affairs and that of its clients and employees which is not publicly available is confidential information and must be treated in the strictest of confidence by you during your employment and following the end of your employment. Confidential information means all confidential information of SuperConcepts including but not limited to sensitive financial information, trade secrets and sensitive know-how or any sensitive information relating to the affairs of a client.
- 7.2. Both during and after your employment, you must not copy, store, use or disclose any confidential information of which you become aware, except in the proper course of your employment and with the prior approval of SuperConcepts and (where applicable) any person to whom the information relates.

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You agree that you have read and understood the Privacy Policy included with your employment pack. You consent to SuperConcepts collecting using and transferring personal information about you in accordance with that statement and as otherwise notified from time to time.

9. Other employment and business interests

During your employment you must not, without the prior written approval of SuperConcepts, undertake other employment or be engaged in any capacity in any other business which may adversely affect the performance of your duties or responsibilities as an employee; or be concerned or interested in any business of a similar nature or competitive with that carried on by SuperConcepts (other than as a customer or shareholder of less than 1% of the issued capital of a publicly listed company).


DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



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- 10.1. 'Intellectual Property Rights' means all current and future registered and unregistered intellectual property rights in relation to any copyright, patents, inventions, discoveries, designs, trademarks, domain names, trade secrets, know-how and the right to have confidential information kept confidential.
- 10.2. 'Moral Rights' means the right of integrity of authorship (that is, not to have a work subjected to derogatory treatment), the right of attribution of authorship of a work, and the right not to have authorship of a work falsely attributed. Moral Rights applies in respect of any Intellectual Property Rights.
- 10.3. You assign to SuperConcepts all Intellectual Property Rights created or generated by you (whether alone or with any other persons) in the course of, in connection with or arising out of your employment with SuperConcepts.
- 10.4. You acknowledge that you may have Moral Rights. You agree to waive your Moral Rights and voluntarily and unconditionally consent to all or any acts or omissions by SuperConcepts or persons authorised by SuperConcepts, which would otherwise infringe your Moral Rights.
- 10.5. You must execute all documents and do all acts and things required by SuperConcepts to enable it to register, exploit and further assure the rights assigned, and consents given under subclause 0.
- 10.6. This clause continues to apply post the termination of your employment.

11. Background Checks and Warranties

- 11.1. This offer, and/or any ensuing employment with SuperConcepts including any offer of a new position, is strictly subject to SuperConcepts being satisfied with the results of any pre-employment background checks, your eligibility to work legally in India, satisfactory reference checks (if relevant) and any further background checks which may be required from time to time during the period of your employment. SuperConcepts reserves the right to withdraw this offer at any time or terminate without notice any contract formed should the background/reference checks not be satisfactory.
- 11.2. You warrant and agree that you have brought to the attention of your new Manager, or will bring to the attention of your new Manager, any matters now or in the future involving yourself that may affect SuperConcepts' brand or reputation including investigations by a law enforcement agency or other government agency, criminal or civil proceedings, or criminal or civil judgment against you in respect of:
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D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



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Leaving SuperConcepts

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- 14.2. During the notice period, SuperConcepts may require you to:
 - 14.2.1. not attend for work but remain available and contactable for duties;
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 - 14.2.3. not contact clients, employees or other business associates of SuperConcepts or SuperConcepts confidential information;
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SuperConcepts may terminate your employment at any time without prior notice if you engage in misconduct, including, without limitation:

- 14.3.1. a breach of this Agreement or your employment obligations;
- 14.3.2. a serious or persistent breach of SuperConcepts policies or procedures;
- 14.3.3. deliberately engaging in behaviour inconsistent with the continuation of your employment;
- 14.3.4. conduct that risks a person's health or safety, or the reputation, viability or profitability of SuperConcepts;
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- 14.3.6. being intoxicated or under the influence of illicit drugs at work;
- 14.3.7. refusing to carry out a lawful and reasonable instruction.

14.4. What happens after termination

If your employment is terminated for any reason:

- 14.4.1. SuperConcepts may deduct any amount it owes you from any amount you owe SuperConcepts, except where it is not legally entitled to do so.
- 14.4.2. You must return all property of SuperConcepts to SuperConcepts, but is not limited to, property leased by SuperConcepts, confidential information in machine readable material, software, computers, credit cards, keys and vehicles.
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At the time of cessation of your employment with the Company, you may be required to execute a separation and release agreement.



15. Post-Employment Restraints

- 15.1. In your position you have or will have influence over SuperConcepts and its affiliates and related bodies corporate (**Group**) clients, employees and contractors, and will continue to have access to confidential information as defined in this Agreement.
- 15.2. You acknowledge that the restrictions set out below that operate after your employment with SuperConcepts ends are reasonable and necessary to protect the Group's business.
- 15.3. You agree and undertake that during the term of your employment and for a period of one year following the date of your termination for any reason whatsoever, you shall not directly or indirectly be interested in, engage in, be concerned with, or provide services or trade in goods, whether solely or with others, whether as an employee, officer, director, agent, partner, consultant, member of any company or other commercial enterprise or otherwise, to or with any competitor, SuperConcepts Client and/or any affiliate of SuperConcepts.

You agree and undertake that during the term and for a period of one year from the date of your termination, you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function): (a) seek, canvas, solicit or accept or provide from or to any Person, (which term includes an individual, corporation, partnership, limited liability company, association, trust or other entity or organisation, including a government or political subdivision or an agency or instrumentality thereof) who is a SuperConcepts Client, any services or business of the type offered by SuperConcepts and/or its affiliates; (b) seek to persuade any SuperConcepts Client or prospective SuperConcepts Client not to conduct or renew any services or business with SuperConcepts and/or its affiliates, or to terminate such business; or (c) seek to employ, solicit or entice away, or encourage anyone else to do so, from SuperConcepts and its affiliates, any employee, who is currently employed or was employed by SuperConcepts and/or its affiliates one year prior to such solicitation (whether or not such person is a full-time employee).


DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



About this Agreement

15. Entire Agreement

- 16.1. This Letter of Offer and 'Terms and Conditions' document make up the entirety of the agreement between you and SuperConcepts in respect of your employment.
- 16.2. This Agreement supersedes any prior agreement, understanding or negotiations you may have had with SuperConcepts and any prior condition, warranty, indemnity or representation imposed, given or made by either SuperConcepts or yourself in the past in relation to its subject matter.
- 16.3. If some or all of any clause in this Agreement is found to be illegal or unenforceable it will be deemed to be removed. In that case, the rest of the Agreement will remain in force.
- 16.4. If at any time you or SuperConcepts do not insist a clause in this Agreement is enforced, it does not mean you or SuperConcepts waive the right to enforce it, or any other clause of the Agreement in future.
- 16.5. Any confirmations given by you as part of this Agreement can be relied on by SuperConcepts as a warranty. A warranty is an assurance that a statement of fact is true and can be relied upon.

17. Governing law

The governing law of this Agreement will be the law of India.

18. Definitions

- 18.1. '*SuperConcepts client*' is defined as any person who is, or was during the last 12 months of your employment, a client of any Group company including a person who conducts or conducted business with a Group company; who invests or invested in SuperConcepts funds or assets; who promotes or promoted investment in SuperConcepts funds or assets; who uses or used SuperConcepts products or services; who has purchased or invested in SuperConcepts products or services, or proposes to do so; a person to whom a financial services licensee of a Group company or their representative, has provided financial services or proposes to do so; and/or a person with whom a Group company, financial services licensee or their representative, was having negotiations or discussions with regarding that person becoming a SuperConcepts client, during the last 3 months of your employment.
- 18.2. '*SuperConcepts funds or assets*' means funds or assets established, developed, promoted or managed by SuperConcepts. This includes, but is not limited to, general ledger and financial reporting software products or services provided to self-managed superannuation funds and administration services provided to self-managed superannuation funds that are developed, promoted, or provided by SuperConcepts and any related bodies corporate in the geographical area and any other location where SuperConcepts conducts business or sources customers and clients.
- 18.3. '*Person*' includes an individual person, a company, a partnership, a firm, a trust, and any other entity.


DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Your CTC consists of the following:

Base salary	₹7,207.00
House allowance	₹2,883.00
Special allowance	₹3,257.00
Professional development allowance	₹ 467.00
Statutory bonus	₹ 600.00
Employee Provident Fund (EPF)	₹ 865.00
Employees' State Insurance (ESI)	₹ 685.00
Cost to Company (CTC)	₹15,964.00

K. Nomel

DIRECTOR

D.Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



14-03-2019

Rakesh Patole
Pune

Subject: **LETTER OF OFFER**

Dear Rakesh,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-03-2019**.

The annual compensation calculated on Cost to Company will be **INR 290500/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.21500 /-p.m.	129000
2	Revised Salary - After Six Months*	Rs.25000 /-p.m.	150000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	21500	19000
4	End of 12 Months - One month Salary	25000	22500
	Total CTC per annum		325500

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Pune**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh
Head - Human Resources, Pune


DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Rakesh Patole	
Department	Sales	
Grade	G12	
Designation	Certified Consultant	
Effective Date	21-03-2019	
CTC	325500/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	6750	7800
House Rent Allowance (HRA)	4050	4680
Departmental Allowance	2813	3251
Desk Allowance	2813	3251
Personal Allowance	2491	2878
Salary (C1)	18917	21860
Statutory Components		
Employer PF Contribution	684	936
Employer ESIC Contribution	759	1039
Benifits(c2)	1443	1975
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	0	0
Statutory Bonus	1140	1165
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	21500	25000
Deductions		
Employee PF Contribution	810	684
Employee ESIC Contribution	332	280
Total Deductions (b)	1142	1320
Net Take Home {a - b - C2}	20358	24036
Total CTC	21500	25000

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Madhulika Singh

Head - Human Resources, Pune

K. N. Nimbale

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



HEALTH INSURANCE

Aditya Birla Health Insurance Co. Limited



ADITYA BIRLA
CAPITAL

PROTECTING INVESTING FINANCING ADVISING

Prashant Sanjay Pagar
D Y Patil Institute of MCA and Management, Akurdi

Dear **Prashant Sanjay Pagar**,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the "Aditya Birla Health Insurance Co. Ltd." as **Assistant Sales Manager – TPD Sales (RBL Branch Banking)**.

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both professionally and personally, while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **1st April, 2019**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your College and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.

Happy Learning!

Best Wishes,

Niren Srivastava

Head – HR & Administration

DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



Aditya Birla Health Insurance Co. Limited

(T) +91 22 6279 9500

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Trademark/Logo Aditya Birla Capital logo is owned by Aditya Birla Management Corporation Private Limited and is used by Aditya Birla Health Insurance Co. Limited under licensed user agreement(s).

Registered Office:

One India Bulls Centre, Tower 1, 9th floor, Jupiter

Mill Compound, 841, Senapati Bapat Marg,

Elphinstone Road, Mumbai - 400 013

CIN: U66000MH2015PLC263677

IRDAI Registration No. 153

HEALTH INSURANCE

Aditya Birla Health Insurance Co. Limited



**ADITYA BIRLA
CAPITAL**

PROTECTING INVESTING FINANCING ADVISING

Annexure 'A'

Fixed Remuneration	Per Annum (Rs.)	Per Month (Rs.)
Basic Salary	1,20,800	10,067
Housing Rent Allowance	1,07,694	8,974
Mobile Allowance	12,000	1,000
Education Allowance	2,400	200
Advance Against Statutory Bonus	16,800	1,400
Provident Fund (Employer's Contribution)	14,496	1,208
Gratuity	5,810	484
Total	2,80,000	

- The payment of Salary and Benefits will be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable legislation in force from time to time.
- All figures mentioned are annualized value and prorated according based on your date of joining.
- Advance against Statutory Bonus is paid monthly in lieu of Statutory Bonus as per the provisions
- Gratuity is payable as per the provision of applicable Gratuity Act.
- Company reserves the right to amend the Compensation structure as it may deem fit.


DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Aditya Birla Health Insurance Co. Limited

(T) +91 22 6279 9500

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Registered Office:

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Elphinstone Road, Mumbai - 400 013
CIN: U66000MH2015PLC263677
IRDAI Registration No. 153

HEALTH INSURANCE

Aditya Birla Health Insurance Co. Limited



ADITYA BIRLA
CAPITAL

PROTECTING INVESTING FINANCING ADVISING

Annexure 'B'

Please submit photocopies of the following documents, as applicable, at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

- Copy of Latest Resume
- Copy of Permanent Account No. (PAN)/Copy of PAN application (in case PAN is not available)
- SSC / HSC certificates with Mark-Sheets
- Graduation / post-graduation Degree / Diploma with Mark-Sheets
- Proof of Age (Ration Card/ Driving License/ Passport/ Voter's Id/ College ID card/ Bank Pass Book)
- Four passport Size Colored photographs
- Three professional references (with complete address and telephone number)

On joining you will also be required to furnish the following:

- PF Nomination Form
- Family dependent details
- Any other relevant information that may be required.

Please Note that Submission of all the above-mentioned documents and completion of all the forms given in your joining kit are mandatory. Any non-compliance may result in your joining kit being declared as incomplete, for which you would be solely responsible and thus consequently delay/impact:

- The generation of Employee Code and Salary pay-out
- Your coverage under mediclaim, Group Protection Cover, etc.
- Settlement of claims etc., were they to come up

Your present and permanent addresses, as mentioned in your application form, are recorded in Company's record. You are required to inform the Company about any change in your address and telephone numbers.


DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Aditya Birla Health Insurance Co. Limited

(T) +91 22 6279 9500

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

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Registered Office:

One India Bulls Centre, Tower 1, 9th floor, Jupiter
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Elphinstone Road, Mumbai - 400 013
CIN: U66000MH2015PLC263677
IRDAI Registration No. 153

HEALTH INSURANCE

Aditya Birla Health Insurance Co. Limited



ADITYA BIRLA
CAPITAL

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Aditya Birla Health Insurance Company will be investing a significant cost towards your training and development. In the event of separation from the services of the Company **before completion of 12 months of your employment**, there will be a recovery of **Rs 50,000** towards the Training Cost as part of your Full & Final Settlement. You shall also immediately return all the Company property in your possession to the Company. You will be relieved from services only after a satisfactory handover of responsibilities, settlement of outstanding dues, service of notice period, and clearance from your immediate supervisor.

Best Wishes,

Niren Srivastava
Head – HR & Administration

I accept the above terms and conditions and look forward to begin my stint with Aditya Birla Health Insurance Co. Ltd.

Sign:

Name:

Campus:

Aditya Birla Health Insurance Co. Limited

(T) +91 22 6279 9500

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

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Registered Office:

One India Bulls Centre, Tower 1, 9th floor, Jupiter Mill Compound, 841, Senapati Bapat Marg,

Elphinstone Road, Mumbai - 400 013

CIN: U66000MH2015PLC263677

IRDAI Registration No. 153



Sarah Dsouza <placements_mba@dypimca.ac.in>

student information

2 messages

Rupam Puri <rupampuri24@gmail.com>

To: D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>

Fri, Jan 25, 2019 at 1:37 PM

Hello Sir

This is Rupam Puri Goswami

MBA IV, (Marketing)

As per your instruction i am sharing my information.

Sir i have got placed in "Discreet Solution Pvt. Ltd.", Baner
with package of 3 Lack.

Thank You

Regards

Rupam Puri Goswami

MBA IV

D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>

To: Rupam Puri <rupampuri24@gmail.com>

Fri, Jan 25, 2019 at 1:48 PM

offer letter

Prof. Pravin Thorat

Training & Placement Officer

D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi

Mob: 9923963332

Email: placements_mba@dypimca.ac.in

Facebook Page: www.DYPIMBAFacebbok.ac.in

Website: www.DYPIMCA.ac.in

Jasmita Kaur

Dean Placement,

Dr. D. Y. Patil Educational Complex Akurdi,

Cell: 9850042835

Email :placements@dypcoeakurdi.ac.in



K. Monob
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: confirmation mail

1 message

Rupam Puri <rupampuri24@gmail.com>

Fri, Jan 25, 2019 at 1:54 PM

To: D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>

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

From: shreya <hr@discreet.co.in>

Date: Mon, 7 Jan 2019, 5:52 pm

Subject: confirmation mail

To: <rupampuri24@gmail.com>

Cc: Jaya Parmar <jaya@discreet.co.in>

Hello Rupam,

Greetings for the day!!!

Congratulations!!!

We have all really enjoyed speaking with you . The team and I have been impressed with your approach and would love to formally offer you a position as " Marketing Executive" at "DISCREET SOLUTIONS PVT LTD", PUNE and your joining date is 07-January-2019 and reporting time is 10:00am

Please let me know if you have any questions .We would be thrilled to welcome you to the team!

Please carry your all original and Xerox copy of documents as listed below.

1) All Educational Qualification

2)PAN Card



K. N. Parab

DIRECTOR

**D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044**

6/27/24, 1:47 PM

Dr. D. Y. Patil College Mail - Fwd: confirmation mail

- 3)ADHAAR Card
- 4)Bank details for salary
- 5)Experience certificate(if applicable)
- 6)last 3 months salary slips(if applicable)
- 7)Relieving letter(if applicable)
- 8)Address proof
- 9)Offer Letter(if applicable)

Please give confirmation for the same

Thanks & Regards,

Shreya Bhagoliwal

HR Executive

Discreet solutions Pvt. Ltd.

202, Mayfair Court,Nachiket Park,

Baner Road, Pune-45

Mob No:09370898911




DIRECTOR
Dr. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

14-01-2019**Sharafat Khan
Pune**Subject: **LETTER OF OFFER****Dear Sharafat,**

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-01-2019**.

The annual compensation calculated on Cost to Company will be **INR 290500/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.19000 /-p.m.	114000
2	Revised Salary - After Six Months*	Rs.22500 /-p.m.	135000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	19000	19000
4	End of 12 Months - One month Salary	22500	22500
	Total CTC per annum		290500

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Pune**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited*Madhulika***Madhulika Singh****DIRECTOR**

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Sharafat Khan	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	21-01-2019	
CTC	290500/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	5700	6750
House Rent Allowance (HRA)	3420	4050
Departmental Allowance	2375	2813
Desk Allowance	2375	2813
Personal Allowance	2104	2491
Salary (C1)	15974	18917
Statutory Components		
Employer PF Contribution	684	810
Employer ESIC Contribution	759	899
Benifits(c2)	1443	1709
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	0	0
Statutory Bonus	1583	1874
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	19000	22500
Deductions		
Employee PF Contribution	684	810
Employee ESIC Contribution	280	332
Total Deductions (b)	964	1142
Net Take Home {a - b - C2}	16593	19649
Total CTC	19000	22500

Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Head - Human Resources, Pune

K. Nimmes
DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044





16th April 2019

To,

Dear Kajal,

We are pleased that you have been selected and offered the position of **IT Recruiter-RO'**, by **Talentica Software India Pvt. Ltd.** At **Pune CTC of Rs.2,70,000 (Rupees Two Lakh Seventy Thousand Only)**.

Your date of joining for this assignment is **22nd April 2019**.

We wish you success and growth in new your environmnet .

Please do not hesistate to call us , if you need any assistance.

Congratulations on Your new appointmnet!.

With all good wishes

For Kely Services India Pvt Ltd

Ms. Vandana Sharma
Operations Head

DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



Kelly Services India Pvt. Ltd. (A PERSOLKELLY Company)

801 & 802, 6th Floor, Infinite Towers, Cardinal Gracias Road, Village Chakala, Andheri East, Mumbai, Maharashtra - 400099

T (+91) 22 6681 8908 F (+91) 22 6686 8277 www.kellyservices.com CIN - U74918KA2004PTC029517

Registered Address : Stream Samantha Chambers, 93287, 12th Main, HAL 2nd Stage, Indiranagar, Bangalore - 560036 T (+91) 80 6706 1800

PERSOLKELLY

OFFER LETTER

To,
Mr. Sushil Kumar
Pune, Maharashtra.

Date :- 11/01/2019

Dear Sushil,

Congratulations!!

Further to recent discussions, I am pleased to offer you the position of **Business Development Manager** with **NLPCube Technologies Pvt. Ltd., Pune.**

This letter is valid only subject to your joining on 14th January, 2019 and a positive back ground reference checks.

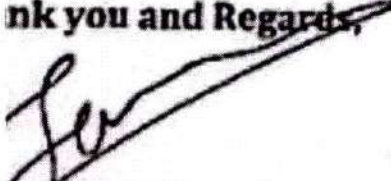
The main terms and conditions of employment are as follows:

1. The Personal Compensation:


CTC Heads	Monthly Gross	Annual Gross
Basic + DA	25000	300000
HRA	8000	96000
Conveyance Allowance	4200	50400
Medical Allowance	2000	24000
Performance Allowance	3800	45600
Food Allowance	9000	108000
CTC	52000	624000


2. Employee terms and conditions mentioned in **Appendix A**
3. You are on 6 months of probation period
4. On basis of your performance and productivity you will get hike

Thank you and Regards,


Ashish Garad
Founder & CEO)
NLPCube Technologies Pvt. Ltd




DIRECTOR
D. Y. Patil Institute of Master of Computer


I accept all the terms and conditions of
the letter

(Mr.Sushil Kumar)



Roop Cabs Pvt. Ltd.

5, Mehindra Sez Road, Mahapura,
Sanganer, Jaipur-302026
Mobile : 9828433789
Email : roopcabs@gmail.com
info@roopcabs.com

Date- 15-June-2018

PROVISIONAL OFFER LETTER

Dear Diksha,

Congratulations!!

We are pleased to offer you an Employment with **ROOP CABS PVT LTD.** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **ACCOUNTANT** and will be based at our **Pune Office**.
2. Your date of commencement of Employment will be on **18-June-2018**.
3. You will be entitled to Fixed Pay of **10,000 Gross (per month)**.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. Please bring along the below listed documents / details on your day of joining.
6. Please note that this offer is subject to positive reference checks

This offer letter will stand valid only on submission of the mandatory documents as mentioned below at the time of your joining.

- Resume
- Salary Slips
- Address Proof , pan card & Driving License
- Qualification certificates.
- Resignation Acceptance/ Relieving letter

The salary mentioned in the letter is an indicative figure basis on your self-declaration of your current salary. The salary may change if we find any discrepancy in the salary mentioned by you at the time of interview and the documents submitted.

7. 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 **ROOP CABS PVT LTD.**

RAVEEN



K. Nimob
DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**





Roop Cabs Pvt. Ltd.

5, Mehindra Sez Road, Mahapura,
Sanganer, Jaipur-302026
Mobile : 9828433789
Email : roopcabs@gmail.com
info@roopcabs.com

This is to certify that **Miss Diksha Manoj Wagh**, student of Masters in Business Administration at Dr. D. Y. Patil Institute of MCA and MBA (2nd shift), affiliated to Savitribai Phule Pune University (SPPU), has satisfactorily completed her project work entitled '**A STUDY OF WORKING CAPITAL MANAGEMENT**' in Finance Department of **ROOP CABS PVT LTD.** From 14/5/2018 to 15/06/2018.

We found her candidature suitable for the internship and her performance was satisfactory. She is a sincere person with keen interest in capital management. Her work on the project was helpful for the organization. We wish her best luck for her studies and career.

Praveen
Praveen Gupta.

Branch Manager.

ROOP CABS PVT LTD.



K. Nimob

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044





Date: 19-Dec-2018

**Mr. Yeotikar Sagar
KSTN-1405**

Dear Sagar,

With reference to the discussions you had with us, we are pleased to appoint you as "**BDE Retail**", located at **Pune** on a retainer ship basis w.e.f **19-Dec-2018**. The key role, responsibilities of the position and our expectations from you are as discussed during our meeting.

1. Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters.
2. Please refer to Annexure - I for your monthly retainer ship fees & other payment terms as agreed.
3. **Non - Disclosure Agreement**
You will not, at any time, without the consent of the Managing Director, disclose or divulge or make public except on legal obligations any information regarding the company's affairs or administration or research carried out, whether the same be confined to you or become known to you in the course of your service or otherwise. If you are responsible of any breach to this contract, the Company can terminate this contract without any notice. In addition you are liable to legal action that the company may choose to initiate for such a breach of contract and recovery of losses, if any.
4. **Termination Notice**
In case of violation of any conditions, the contract will be terminated without any notice and a suitable legal action will be taken. This contract of retainer ship is terminable by giving **15 days notice** by either side, or either party is not bound to give any reason thereof.
5. This contract is valid from **19-Dec-2018** to **18-Dec-2019**. It can be extended thereafter on mutual discussions.
6. You are required to submit a copy of your PAN Card No. Further, if you charge the service tax (if applicable) you should submit a copy of service tax registration certificate and also claim the amount separately in your monthly bill as per the applicable rates.
7. You would be provided with company assets (VC and ID cards), however you would be required to sign asset declaration along with required documents, on resignation from services your full and final settlement will be subject to hand over the assets in proper/working conditions.

DIRECTOR

D.Y. Patil Institute of Master of Computer

Kestone Integrated Marketing Services Pvt. Ltd.
Corporate & Correspondence Office: # 12/1, Applications Road, Bangalore - 560 020, INDIA
Tel : +91 - 80 -40018888, Fax : +91 - 80 - 23661889
www.kestone.in



Annexure - I

S.N	Particular	Amount	Remarks(If any)
1	Monthly Retainer ship Fees	18000	Subject to TDS Deduction as applicable.
2	Reimbursement	2600	Subject to production of Bills.

Incentive will be provided on the basis of target achievement and verification from Immediate Freecharge Manager.

We look forward to welcoming you to our team. Please sign and return duplicate copy of this letter as a token of your formal acceptance of this offer.

With Best Regards,

Yours truly,

For Kestone Integrated Marketing Services Pvt. Ltd



Authorized Signatory

(Acknowledgment)

I hereby accept the above- mentioned terms and conditions.

Name:

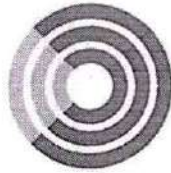
Signature:

Date:



K. N. Nimbale
DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



**PROTOCOL
INDIA**

OFFER LETTER

To,
Mr. Rahul Zutshi,
C-80, Flat No.7, UCL,
Satna (M.P.) - 485005

Ref : PI/2019/PI0029

Date: 13th Mar, 2019

Dear Mr. Rahul Zutshi,

With reference to your application and the subsequent discussions you had with us, we are pleased to offer you the position of **Sales Executive** in our organization and your cost to the company would be **Rs.(3,60,000 /- per annum Three Lakh Sixty Thousand Only)** which includes the salary, allowance, perquisites and statutory payments/deductions. You would be reporting to **GM – Technical & Operations**. Your place of work will be at **Protocol India. (Sector No - 25, Plot No - 566, "SHWETAYAN", Near Gayattree Hotel, Pradhikaran, Nigdi, Pune – 411044)**. Kindly report on **15th March 2019 at 9.30 a.m.**

On joining the company, you shall be on probation for a period of six months from the date of joining. Your performance will be reviewed during the probationary period and based on your performance, your confirmation will be considered.



Your services will not be deemed to be confirmed unless specifically confirmed in writing. During the probation period/after confirmation of your appointment at the end of your period of probation, the company will be entitled to terminate your services by giving **two months notice in writing**, or by payment of 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 **two month's notice in writing** or completion of the assigned task whichever is later.

Please sign and return the duplicate copy of this appointment letter as a token of your acceptance. You will be required to execute confidentiality/Non-disclose agreement for Intellectual Property Rights (IPR) agreement with the Company on your joining.

On the day of joining, kindly bring the following:

- Original Certificates
- 6 recent color Photographs (Passport size)
- Passport

We have pleasure in welcoming you to this organization and we hope your association with us would be of mutual benefit.

Yours Sincerely,



For Protocol India.
Manager – Human Resource


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



To TPO
- MBA

Subject: Regarding Joining Own Business

Respected Sir,

I am Aditi Khot from MBA 2017-2019
Batch. I wish to start my own
business.

Attached is proof of business. (Des Rangela Heritage)

Thank you!

Regards
Aditi Khot
MBA 2019
Roll no: 25




DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



GOVERNMENT OF INDIA
MINISTRY OF CORPORATE AFFAIRS

Central Registration Centre

Certificate of Incorporation

[Pursuant to sub-section (2) of section 7 and sub-section (1) of section 8 of the Companies Act, 2013 (18 of 2013) and rule 18 of the Companies (Incorporation) Rules, 2014]

I hereby certify that DES RANGEELA HERITAGE PRIVATE LIMITED is incorporated on this Twenty third day of June Two thousand twenty-two under the Companies Act, 2013 (18 of 2013) and that the company is limited by shares.

The Corporate Identity Number of the company is U51909PN2022PTC212397.

The Permanent Account Number (PAN) of the company is AAJCD3770G *

The Tax Deduction and Collection Account Number (TAN) of the company is PNED18787G *

Given under my hand at Manesar this Twenty fourth day of June Two thousand twenty-two .



Digital Signature Certificate
Mr. N.VAIRAMUTHU

For and on behalf of the Jurisdictional Registrar of Companies
Registrar of Companies
Central Registration Centre

Disclaimer: This certificate only evidences incorporation of the company on the basis of documents and declarations of the applicant(s). This certificate is neither a license nor permission to conduct business or solicit deposits or funds from public. Permission of sector regulator is necessary wherever required. Registration status and other details of the company can be verified on www.mca.gov.in

Mailing Address as per record available in Registrar of Companies office:

DES RANGEELA HERITAGE PRIVATE LIMITED

SR 19 RATNADIP COLA/P, THERGAON TQ MULSHI, PUNE, Pune,

Maharashtra, India, 411044

* as issued by the Income Tax Department




DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044





Gmail

pratikshachoudhary38



99~

Compose

Mail

Inbox

892

Chat

Starred

Snoozed

Meet

Important

Sent

Drafts

166

Categories

Updates

2,508

More

Labels



Working for Family business

Inbox x



Pratiksha Choudhary <pratikshachoudhary38@gmail.com>

to me

Dear Sir,

My name is Pratiksha Choudhary, working student.

There is no salary provided to me because its a family business.

Date of joining - 15th Jan 2019.

Regards,

Pratiksha Choudhary.

Noted.

Received your mail.

Thank you for your mail.

Reply

Forward


**DIRECTOR**

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



GSTIN 26AARFK8668F1ZN
Legal Name KIYONNA CONSTRUCTION
Trade Name, if any KIYONNA CONSTRUCTION

Details of Managing / Authorized Partners

1		Name	DILIP PHALABHAI PATEL
		Designation/Status	PARTNER
		Resident of State	Dadra and Nagar Haveli
2		Name	VIRAL DILIP PATEL
		Designation/Status	PARTNER
		Resident of State	Dadra and Nagar Haveli


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**





[See Rule 10(1)]

Registration Number :26AARFK8668F1ZN

Note: The registration certificate is required to be prominently displayed at all places of business in the State.





GSTIN 26AARFK8668F1ZN
Legal Name KIYONNA CONSTRUCTION
Trade Name, if any KIYONNA CONSTRUCTION

Details of Additional Places of Business

Total Number of Additional Places of Business in the State 0


DIRECTOR
D. Y. Patil Institute of Master of Computer
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Akurdi, Pune-411 044





HARI OM ENTERPRISES

Labour Suppliers, Security Service, House-Keeping Material Handling,
Garden maintenance, All Kinds Of Fabrication, Body Building.

Off. : Deep Mona, Sambhaji Nagar, Alandi Road, Bhosari, Pune - 411039.
Mob.: 9822197164 Off.: 02027125307

Date :- 01/04/2021

OFFER LETTER

To,
Komal Raju Vetal
Sr No 125/1/1/18,
Swami vivekanand nagar no 3,
Dange Chowk, Hinjewadi Road,
Wakad, Pune 411057.

Dear Komal,

With reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **"Operation Executive"** and your CTC will be **Rs.15,318/- P.M. (Rs. Fifteen Thousand Three Hundred Eighteen Only.)** as per mutually accepted terms and conditions.

Your date of joining **13th April 2021.**

You are requested to submit following documents for further procedure at the date of joining.

1. PAN Card/Driving License/ Voter Card/Electricity Bill.
2. Education certificates (SSC, HSC, Graduation, Diploma Degree, Post-Graduation certificate)
3. Birth Certificate of Leaving/Transfer Certificate.
4. Relieving letters from all previous organization (If applicable)
5. Salary Slip of previous organization (If applicable)
6. 4 Passport size photo
7. Bank details

This offer is valid **13th April 2021** and is subject to reconsideration, incase information provided by you on time.

We once again welcome you and hope to have a long term relationship with us.

Enclosure: Annexure (A)

Thanking You,

Yours faithfully,
For Hari Om Enterprises



Mr. Nilesh Rasal
Proprietor

R. Nimesh

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Head Off. Charholi Phata, Alandi Road, Charholi Bk. Tal-Haveli, Dist-Pune. 412105
Proprietor: Mr. Nilesh Rasal

Date: 22 Mar 2018

Vaibhav T. Maske

Plot No -L -120, Sahyog Nagar, Mhada Society, Jule Solapur, Solapur, Maharashtra.

JOB OFFER LETTER

We are pleased to confirm that you are selected to work for Expert Global Solutions Pvt Ltd. We are happy to make you the following job offer.

The position we are offering is that of "**Design Engineer**" at the annualized fixed CTC as mentioned in Annexure – I. Please refer the attached annexure – I for details along with this offer letter.

Few more necessary details are mentioned for your information, as below:

Probation Period: You shall be on probation for 6 months.

Notice Period: During your tenure with Expert Global Solution on your resignation, you will be having a mandatory notice period of 2 months.

Agreement: The offer is subject to you executing the Non-Disclosure Agreement and 24 months employment agreement. In addition, whenever the organization sends you on a foreign assignment or for higher courses for technology knowledge up gradation or commits certain benefits and position in the organization, you will be required to sign a bond with the company. The terms of such a bond shall vary with every case.

You will also be governed by the policies, rules, regulations and guidelines of the Company. The organization reserves the right for final decision on any matter related to salary, bonus, leave and policies which shall be binding on you.

Benefits Information: if relevant to the position:

- Employee Benefits Include: -
 - Provident Fund benefits
 - Gratuity Benefits
 - ESIC Benefits (If applicable)
 - Personal Accidental Insurance (if applicable)
 - Medical Insurance (if applicable)

We would like you to start work on or before **23 Apr 2018**. Please report to HR Department, for documentation and orientation. If this date is not acceptable, please inform us immediately.

Please sign the enclosed copy of this letter and return for your acceptance of this offer.

Sincerely,
For Expert Global Solutions Pvt. Ltd.
Shipra Singh
Asst. Manager HR

Note: This is system generated Offer Letter, hence does not require signature.


DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



I accept the offer as outlined above.

Vaibhav T. Maske

Date

Aurangabad: T-11, STPI, MIDC, Chikalthana, Aurangabad 431006 INDIA Tel: +91 240 6600200, 6600201, Fax: +91 240 6600245
Warehouse: Shop No. – 15, Krishnai Complex, Near Mohta Devi Mandir, Bajaj Nagar, Waluj, Aurangabad - 431 136
www.expertgs.com

Personal Details

Employee Code	Name Vaibhav T. Maske		
Designation	Design engineer	Grade	III Level 4
Qualification [Year]	BE (Mechanical) [2013], DME [2010]	DoB	22-Jan-1990
Date of Joining	23-Apr-2018	Location	Pune

Gross Earnings

Salary Heads	Monthly	Yearly	Mode of Payment
Basic+DA	19780.00	237360.00	Monthly
House Rent Allowance	7912.00	94944.00	Monthly
Uniform Allowance	500.00	6000.00	Monthly
Education Allowance	200.00	2400.00	Monthly
Conveyance Allowance	1600.00	19200.00	Monthly
Medical Allowance	1250.00	15000.00	Monthly
Leave and Travel Allowance	8821.00	105852.00	Monthly
Monthly Gross (a)	40063.00	480756.00	

Deductions (b)

Professional Tax	200.00	2400.00	Monthly in PT A/c
ESIC Contribution Self	0.00	0.00	Monthly in ESIC A/c
PF Contribution Self	1800.00	21600.00	Monthly in PF A/c
Monthly Deductions (b)	2000.00	24000.00	

Monthly Take Home (a)-(b)=(c)	38063.00
--------------------------------------	-----------------

Statutory Benefits

PF Contribution Company	2004.00	24048.00	Monthly in PF A/c
ESIC Contribution Company	0.00	0.00	Monthly in ESIC A/c
ExGratia/Bonus	0.00	11200.00	Yearly Payment
Total Company Benefits (b)	2004.00	35248.00	

Cost To Company (CTC)- A

	Monthly	Yearly	
Other Benefits	43000.00	516000.00	
Leave Encashment		26709.00	Please refer note 4
Gratuity		11412.00	Please refer note 5
Personal Accident Policy		568.00	Please refer note 3
Mediclaim Policy		1800.00	Please refer note 6

- Note:
1. Income tax will deducted at source, as applicable as per the provision of Income Tax Act.
 2. For monthly gross of above Rs.10,000/-, an additional Rs.100/- shall be deducted in the month of February each year towards Professional Tax, as yearly Professional Tax deduction is Rs.2500/-
 3. You will be covered under Personal Accident Policy with a coverage of upto Rs.2,00,000
 4. Leave encashment will be maximum upto Rs. 26709.00 Actual leave encashment amount will be worked on availed leave balance.
 5. Gratuity will be paid as per the provisions of Payment of Gratuity Act
 6. You will covered under Mediclaim Policy with a coverage of Rs.1,00,000

For Expert Global

Received and Accepted

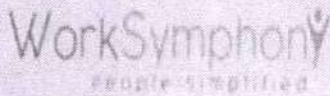
Date:

DIRECTOR

Vaibhav T. Maske
Date:

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**





Office No. 02A, 2nd Floor
City Vista, Kharadi
Pune- 411014

Date: 13/08/2019

Appointment Letter

To,

Ms. Chaitali Dhananjay Kolte
Orchid Nooks PG, Tithe Nagar,
Beside Jagdamba Supermarket,
Kharadi, Pune - 411014

We are very pleased to offer you employment with WorkSymphony Private Limited at Pune under the terms and conditions set out in this Appointment Letter.

Role Designation:

You are being appointed as a **Talent Acquisition Coordinator**.

Joining Date:

Your Date of Joining will be 12th August 2019

Salary Details:

Cost To Company (CTC): Rs 2,76,317 (Two Lakh Seventy Six Thousand Three Hundred and Seventeen Only)
(Refer Annexure - A for details)

Timings:

Monday to Saturday [09:30 to 18:30]


DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Letter of Offer

Strictly Private and Confidential

05-Sep-2020

Payal Lohiya

English, Hindi, Marathi Proficiency Aashirwad Building, near big cinema priti, old mondha.Parbhani

Dear Payal,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Customer Care Executive** at **Officer** grade based at **PARBHANI**. Your per annum fixed **Cost To Company (CTC)** (inclusive of all statutory payments) shall be **Rs. 216000/- p.a. (Rupees Two Lakh Sixteen Thousand Only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **17-Sep-2020**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface - "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be

IIFL Finance Limited Classification: Class B
Corporate Identity Number: U67120MH2004PLC147365
Corporate & Regd. Office: Office No.802, 8th Floor, Hubtown Solaris, Prof N.S. Phadke Marg, Andheri (East), Mumbai-400069.
Tel: (91-22) 6788 1000 Fax: (91-22) 6788 1010 E-mail: reach@iifl.com Website: www.iifl.com


DIRECTOR

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**



applicable from time to time. You are required to complete Online Induction and Mandatory Modules within 30 days from date of joining. This is to be strictly adhered to and followed as an organizational and compliance mandate.

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

Yours faithfully,

For IIFL

A. Mathur

**Anand Mathur
President-HR**

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Payal Lohiya

Date:

R. Nimish
DIRECTOR

**D.Y. Patil Institute of Master of Computer
Applications and Management**

Akurdi, Pune-411 044
Corporate & Regional Office: D.Y. Patil Institute of Master of Computer Applications and Management, Akurdi, Pune-411 044
Corporate Identity Number: U67120MH2004PLC147365
Tel: (91-22) 6788 1000 Fax: (91-22) 6788 1010 E-mail: reach@iifl.com Website: www.iifl.com
Classification: Class B



ANNEXURE A

Documents to be submitted at the time of joining:

1. Four Passport size colored photographs in formal attire.
2. Two Professional References (Name, Designation, Contact No, Address)
3. Email address of the previous employer.
4. A copy of the qualification certificates and other certificates (like NCFM, IRDA etc)
5. A copy of past experience certificate along with the last 2 months pay-slips
6. A copy of the salary certificate or Form - 16 of previous organization.
7. A copy of the Photo ID (Driving license / Passport / Voter's ID / Adhaar)
8. Medical / Fitness certificate issued by a Doctor or a pathological laboratory.
9. A copy of the Pan card.
10. UID (Adhaar Number)

K. Nimale

DIRECTOR

**D.Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**

