



List of Students Placed in Academic Year 2020-21

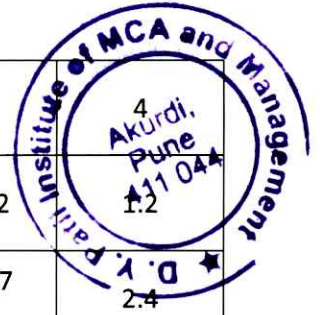
Course – Master of Computer Applications

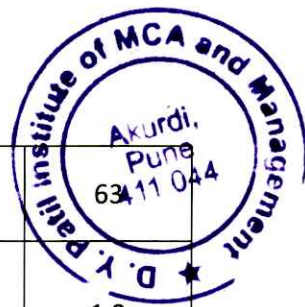
Sr No.	Name of student	Name of the employer with contact details	Package
1	Aishwarya Prashant Haldipur	Capgemini Rajiv Gandhi Infotech Park, Plot No.14, Phase III MIDC SEZ, Village Man Taluka Mulshi, Haveli, Pune, Maharashtra 411057	3
2	Akash Ganesh Gamming	Health level Inc 201, Metropolis by Arham builders, Balewadi High St, Pune, Maharashtra 411045 Ph No. 8149335151	3.6
3	Anisha Rajesh Somkuwar	QUANTUM LEARNINGS Number: +91 9910732501 / +91 9818864887	1.2
4	Apurva Vinayak Kimbhune	CODEINFINITY PUNE Mobile No: +91- 9325187037	1.8
5	Ashish Anil Agnihotri	Mobicloud Technologies, Contact info@mobicloudtechnologies.com	2.4
6	Ashish Chandan	Cybage, Cybage Towers Survey No 13A/ 1+2+3/1 Wadgaon Sheri Pune, Maharashtra - 411014	10.11
7	Ashwini Dipak Durgude	Melbar IT Pvt. Ltd. 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.8
8	Chetan Sanjay Patil	Ziffdavis Performance Marketing Cerebrum IT Park, 4th Floor, Tower B3, Kalyani Nagar, Pune, Maharashtra 411014	2.5
9	Dipali Dilip Lawate	WEB SOFT IT SOLUTION PUNE Mobile No: +91-7755945544	1.8
10	Divyekraj Ramsing Sisodiya	CODEINFINITY Mobile No: +91-7755945544	2
11	Durga D. Kanhekar	Web Hub Technologies contact into@webhub.co.in	1.2
12	Ganesh Bhaupatil Kadam	VSH Solutions 1087, First Floor, Nrusinha Sadan Apartments, Thorle Bajirav Peshwe Road, Near Shanipar Temple, Sadashiv Peth, Pune, Maharashtra 411030	4.08

13	Gaurav Murlidhar Mali	Auto Flow Technology Plot No. 12, Mulberry Gardens 2, Magarpatta, Pune, Maharashtra 411013	1.5
14	Gaurav Sanjay Sonawane	Oaj Infotech Phone: 099233 13770	1.5
15	Gauravsing S. Pardeshi	Web Minds Technology Ph No. 020 12154800	1.5
16	Harshal Jagannath Choudhari	SumaSoft 2nd Floor, Westend Icon, Westend Mall Complex, Aundh, Pune - 411007, Maharashtra, India	2
17	Hemant Arun Patil	Harbinger 102/A, "Global Port", Mumbai-Bangalore Highway, Baner Road, Pune 411045, India.	3.5
18	Hitesh Zambhire	Data tech labs The Kode, AWFIS, 6th Floor, Baner - Pashan Link Rd, Baner, Pune, Maharashtra 411021	2.4
19	Kaivalya Gokul Salunkhe	Predictyl Technology PLOT NO. 8, 9, 10 AND 11, SILICON VALLEY IV FLOOR, FORTUNE CHAMBERS, MADHAPUR HYDERABAD	2.4
20	Kalyani Vijay Marode	WEB SOFT IT SOLUTION Mobile No: +91- 7755945544	1.8
21	Karuna Ravindra Liman	Melbar IT Pvt. Ltd. 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.8
22	Kendre Sumeet Sambhaji	WEB SOFT IT SOLUTION PUNE Mobile No: +91-7755945544	1.8
23	Keshav Krishnan Iyer	ENUMtech Let It be, 104, west Wing Arora Tower, MG Road Pune, maharashtra, 411001	2
24	Mahendra Sonawane	SYS Intelleo Phone: 080876 30053	2.2
25	Manasi Bhagwan Jadhav	WEB SOFT IT SOLUTION PUNE Mobile No: +91-7755945544	1.8
26	Mayuresh Sonawane	keywordtechsolution Phone +91 842 187 5933	2.4
27	Mr. Ajith Kumar	GN Solutions PVt Ltd, Karve Road Kothrud Pune, 411029, Ph. No. +91-20-67214800	1.44 LPA
28	Mrunali Balaso Bhujbal	Melbar IT Pvt. Ltd. 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.8
29	Namdev Mehtre	Avante Codeworx TOWER-3, Magarpatta, Hadapsar, Pune, Maharashtra 411028	3



30	Namrata Kishor Yelle	Enzigma Software Pvt Ltd Ph No. +91 8600513388	
31	Omkar Shivlagan Shukla	TOPS Technologies Phone 079 30612162	
32	Parag Narendra Trivedi	keywordtechsolution Phone +91 842 187 5933	
33	Pooja Chandrakant Khachane	Melbar 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.2
34	Prachi Sunil Patil	Sama Technologies Level-10, Building - IT8, Qubix SEZ, Blue Ridge Survey No. 154, 6, Phase 1, Hinjewadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Maharashtra 411057	2.5
35	Pradip Sahebrao Jarhad	keywordtechsolution Phone +91 842 187 5933	2.4
36	Prathamesh Sanjay Kale	Orion Connections Phone 079 40522153	1.2
37	Pratik Pramod Gaonkar	Instinct Innovation Pvt Ltd. NO 5, Carter Rd, Madhukunj Society, Dattapada, Borivali, Mumbai, Maharashtra 400066	4
38	Punam Gorakh Rajguru	SGMS Infotech LLP. +918275329929	1.5
39	Rohit Kumar	TCS Tata Consultancy Services, Godrej Millenium Condominium, First Floor, 9 Koregaon Road, Pune 411 001	3.59
40	Ruchit Shrihari Paulbudhe	Melbar IT Pvt. Ltd. 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.2
41	Sameer Sanjay Ghogre	Melbar IT Pvt. Ltd. 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.8
42	Sangeeta Yaduwanshi	Genus IT Solution. Contact: 9657274053/9623440301	1.2
43	Sashikala Yadav	WEB SOFT IT SOLUTION PUNE Mobile No: +91-7755945544	1.8
44	Satish Raju Jadhav	SGMS Infotech LLP. +918275329929	1.2
45	Saurabh Rajendra Lanke	Auto Flow Technology Plot No. 12, Mulberry Gardens 2, Magarpatta, Pune, Maharashtra 411013	2.4





46	Shilpa Telmasare	WEB SOFT IT SOLUTION PUNE Mobile No: +91-7755945544	
47	Shivani Meandapurkar	Melbar IT Pvt. Ltd. 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.2
48	Shreyash Chandan	TCS Phone: +912267789999	2.47 LPA
49	Shubhada Subhash Gunjal	Exception Solvers Phone: 090289 98570	1.5
50	Shubham Devidas Patil	Axa Group Operation - Business Operations SY no. 207 Marvel Edge 1A, Lohgaon, Viman Nagar, Pune, Maharashtra 411014	45356
51	Shubhangi Kadam	Web Minds Technology Pune Phone: 020 12154800	1.8
52	Snehal Haridas Sapkal	Web Hub Technologies contact into@webhub.co.in	1.8
53	Sonali Laxman Gosavi	SSP Technology Phone +912025898555	2
54	Soumitra C. Joshi	Capgemini Rajiv Gandhi Infotech Park, Plot No.14, Phase III MIDC SEZ, Village Man Taluka Mulshi, Haveli, Pune, Maharashtra 411057	4
55	Soumyadeep Lodh	KPIT 45, Rajiv Gandhi Infotech Park, Phase - 1, MIDC, Hinjawadi, Pune - 411057, Maharashtra , India	3.6
56	Sumit Suresh Gole	Melbar IT Pvt. Ltd. 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune, Maharashtra 411044	1.8
57	Sunil Ramashanka Yadav	keywordtechsolution Phone +91 842 187 5933	2.4
58	Swapnil Suresh Lal Kesharwani	LentraAI Pvt.Ltd 8th floor, Kalpataru Infinia, 21, Old Mumbai - Pune Hwy, Wakadewadi, Bhamburda, Pune, Maharashtra 411005	3.9
59	Tushar Sunil Patil	Data tech labs The Kode, AWFIS, 6th Floor, Baner - Pashan Link Rd, Baner, Pune, Maharashtra 411021	3
60	Vishal Abhiman Surgade	Aloha Technology Pvt Ltd. Aloha Technology Pvt Ltd, Prabhavate Tech Park, 3rd,5th,6th Floor, Near, Baner - Mahalunge Rd, Balewadi Phata, Baner, Pune, Maharashtra 411045	3.2
61	Yogesh Gulabrao Ingole	Web Hub Technologies contact into@webhub.co.in	1.8



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

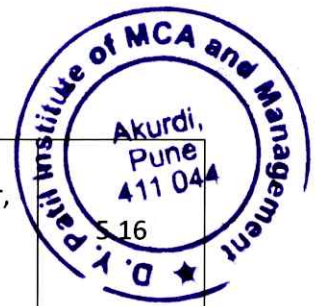
Tel No: (020)27640998, Website:www.dypimca.ac.in, E-mail : enquiry@dypimca.ac.in



List of Students Placed in Academic Year 2020-21

Course – Master of Business Administrations

Sr. No.	Name of student	Name of the employer with contact details	Package
1	Ashvini Warghade	Company: Infosys Ph No. 020 2293 2800	2.03
2	Akash Bharat Bhosale	Company: Tata Tele Services (M) Ltd) Email: careers@tcs.com Contact No: 912066087777	2.16
3	Anjali Bhange	Company: SaVIN Technologies Address: 32, National Society, Aundh, Pune Mobile: 9325503187	1.8
4	Chaitanya Satish Bawane	Company: Tata Tele Services (M) Ltd) Email: careers@tcs.com Contact No: 912066087777	2.16
5	Dhanraj Keshao Hiwarale	Company: Yantra Address: 9th Floor, Amar Tech Park	4.9
6	Kalyani Sunil Kinge	Company: Valtitude Email: services @demandplanning.net Contact No:+91(20)6888-6020	5.23
7	Milind Devendra Karkare	Company: TATA Consultancy Services Limited Email: careers@tcs.com Contact No: 912066087777	5.79
8	Nidhi Shah	Company: SSC & OP Address: 5Th Floor, Interface Building 16 New Kharodi, 1, Link Rd, Chincholi Bunder, Malad West, Mumbai, Maharashtra 400064 Phone: 022 6753 9000	3.5
9	Nikita Parate	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
10	Nitin Gujar	Company: STOCKFIN Contact no: 7229888811	1.8
11	Prajakta Bhimrao Vaidya	Company: Sugansa Solutions Address: 611, Reliabels Pride Anand Nagar, West Mumbai Contact: +912279660430	3.6



12	Pratik Rajesh Kale	Company: Pinclick Address: Rayna Group Building, 3rd Floor, 33/2, Mitcone Lane, opposite to Shri Chhatrapati Shivaji Sports Complex, Balewadi, Pune, Maharashtra 411045	3.16
13	Pratiksha Suresh Kokane	Company: Tech Mahindra Email: connect@techmahindra.com Contact No: +914030636363	3
14	Prerna Raut	Company: Pinclick Address: Rayna Group Building, 3rd Floor, 33/2, Mitcone Lane, opposite to Shri Chhatrapati Shivaji Sports Complex, Balewadi, Pune, Maharashtra 411045	2.16
15	Priya Ramchandra Malode	Company: Glucotech Softwares	5
16	Rutuj Vikas Parbat	Company: Square Yards Address: Sr No. 110, Amar Paradigm, Inspire Co Space, 2nd floor, 11/3, Baner - Mahalunge Rd, opp. Chroma, Baner, Pune, Maharashtra 411045	3
17	Sanket Hajar	Company: Square Yards Address: Sr No. 110, Amar Paradigm, Inspire Co Space, 2nd floor, 11/3, Baner - Mahalunge Rd, opp. Chroma, Baner, Pune, Maharashtra 411045	2.5
18	Shubham Palande	Company: SSC & OP Address: 5Th Floor, Interface Building 16 New Kharodi, 1, Link Rd, Chincholi Bunder, Malad West, Mumbai, Maharashtra 400064 Phone: 022 6753 9000	3.5
19	Sneha Arun Tonge	Company: Fijitsu Consulting India Contact No: +912266816900	3
20	Vijay Ankush Jarey	Company: State Street HCL Services Address: 806, SIDDHARTH 96, NEHRU PLACE New Delhi South Delhi DL 110019	3.5
21	Vishnu Pillai	Neeyamo Enterprise Solutions Pvt. Ltd. Address: NTPL SEZ, IT 05, 1st Floor, 154/06, Phase 1, Hinjewadi, Pune 411057 Phone: 020 6793 4000	3.5
22	Chaitanya Satish Bawane	Western Coal Factory	NA
23	Sagar Ankush Holkar	Company: Bizsol Address: 14 to 17, Suyash Baner, Pune	NA
24	Rutuj Parbat	Company: Square Yards Address: Sr No. 110, Amar Paradigm, Inspire Co Space, 2nd floor, 11/3, Baner - Mahalunge Rd, opp. Chroma, Baner, Pune, Maharashtra 411045	3

K. N. Nimbale
DIRECTOR

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

HealthLevel, Inc
201, Metropolis
Balewadi, Pune 411045



To

Akash Gamming
Pune
Email: - akashgaming@gmail.com

Contact No: +(91) 9763139667

Dear Mr Akash Gamming,

We are excited to make you an offer to join our company as Software Engineer, in a full-time role, and this letter includes details of your compensation along with relevant terms and conditions. In your capacity as a Software Quality Engineer, your deliverables will include requirements analysis, quality assurance, software design and development, programming.

Your office location will be at the HealthLevel India Office 201, Metropolis by Arham, High Street Lane, Balewadi, Pune, Maharashtra 411045

Compensation Plan:

Compensation Item	Value	Notes
Annualized Base Compensation Per Month	Rupees 30,000/- per month (Rs 3.6 Lakh per annum)	Paid monthly, on last day of the month, directly to the bank account via international wire transfer.
Travel Expenses	Against Receipts	Travel expenses for business purposes must be pre-approved and will be reimbursed against receipts.
Days PTO Per year	15	15 days of floating holidays per year
Company Holidays	10	As published in HR Portal
Notice Period	1 months (30 days)	Employee shall give 1 month notice period. Company shall provide 1 month notice period or 1 month salary in lieu of notice period.

*Management preserves right to make changes to this scheme as it sees fit.

If there are any alteration to be made in the payment structure for tax deductions at source, you will be advised as such. You will be responsible for personal income tax and appropriate filing and processes per the laws and tax code in India, we encourage you to seek the advice of appropriate tax counsel.

Designation: Software Engineer

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K. Nimra
DIRECTOR

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

HealthLevel, Inc
201, Metropolis
Balewadi, Pune 411045



Role: Requirements analysis, quality assurance, software design and development, programming, and additional responsibilities as management sees fit.

Probation Period: You will be on probation for a period of 3 months

Termination of Service: After completion of probation period if any of the parties wishes to terminate the service one-month prior notice will suffice. Management reserves all the rights to expel an employee on the spot as disciplinary action, with severance compensation of up to one-month salary.

By giving back acknowledgement of this document, you will enter in contract with 'HealthLevel, Inc'.

You will be eligible for your first salary review in, 6 months from your month of joining including a review of any profit sharing or bonuses determined by the company's board of director.

Salaries are paid on the last day of the month and prorated for start date. This offer letter is confidential between you and HealthLevel Inc. and supersedes any and all prior written or verbal offers from HealthLevel Inc. You agree not to accept part-time employment or a contracting relationship with any healthcare information technology organization operating in a related area while in service with HealthLevel Inc. As part of your employment agreement you agree to comply with confidentiality and privacy agreements, intellectual property assignment, HIPAA business associate chains of trust and to the company conducting a formal background investigation for security and information access purposes if it deems such an investigation necessary.

Your start date will be 13th September, 2021 – at the latest. Please sign and return a copy of this revised offer letter before 10th September 2021.

We look forward to welcoming you to Health Level full-time and a productive partnership.

Adway Lele
HealthLevel Ind Pvt Ltd
201, Arham Builders,
Balewadi High Street
Pune, India, 411045

Accepted

Signed: _____


DIRECTOR

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

Office Address: 2st Floor, Office No -2, Building C-2, Manikmoti Complex, Near Jivandhara Hospital,
Pune- Satara Road, Katraj, Pune- 411046.

Mobile No: +91-9325187037 E-mail: codeinfinitypune@gmail.com

Website: www.codeinfinitypune.com

REF: Int-WS20599-2020

OFFER LETTER

Dear Apurva Kimbhune,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Java Developer-L1 Level with Codeinfinity, Pune.

We take this opportunity to welcome you to Codeinfinity Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of Joining:

1st February 2021

Level:

Java Developer-L1 Level

Project Name:

Logistic Management System

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

As abided by intellectual property and confidentiality policy of Codeinfinity Pune.

We wish her every success in life.

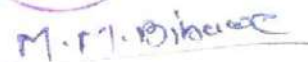




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Applications and Management
Akurdi, Pune-411 044





AUTHORIZED PERSON SIGN

CODEINFINITY PUNE

Intern Name: Ashish Agnihotri

Date 5th Oct 2020

Dear Ashish,

We are delighted & excited to welcome you to MOBICLOUD TECHNOLOGIES PVT LTD as a **Intern**. At MOBICLOUD TECHNOLOGIES PVT LTD, we believe that our team is our biggest strength and we take pride in hiring **ONLY** the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly *meaningful* internship experience with MOBICLOUD TECHNOLOGIES PVT LTD.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!



Dipikaa Sharma

Director



DIRECTOR

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

Mobicloud Technologies Pvt. Ltd.

102, Mariegold, Neco Garden, Viman nagar, Pune- 411014
info@mobicloudtechnologies.com | www.mobicloudtechnologies.com

Annexure A

You shall be governed by the following terms and condition of service during your internship with MOBICLOUD TECHNOLOGIES PVT LTD, and those may be amended from time to time.

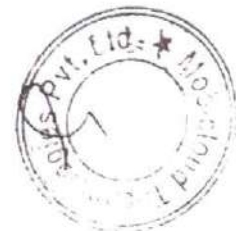
1. You are being hired as a **Intern** and **Mr. Akshay Sule** would be your Reporting Manager and Mentor during the internship. As a **Intern** you would be working closely with the Mobile Software development team.
2. Your date of joining has been recorded as **5th October 2020** and the duration of the internship would be Six Months. During this time you are expected to devote your time and efforts solely to MOBICLOUD TECHNOLOGIES PVT LTD work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
3. You will be working at Mobicloud Office for the duration of the internship. There will be catch ups scheduled with your mentor to discuss work progress and overall internship experience at regular intervals.
4. All the work that you will produce at or in relation to MOBICLOUD TECHNOLOGIES PVT LTD will be the intellectual property of MOBICLOUD TECHNOLOGIES PVT LTD. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your mentor.
5. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. MOBICLOUD TECHNOLOGIES PVT LTD operates on zero tolerance principle with regard to any breach of data security guidelines. At the completion of the internship you are expected to hand over all MOBICLOUD TECHNOLOGIES PVT LTD work/data stored on your Personal Computer to your mentor and delete the same from your machine.




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



6. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.
7. Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviours.
8. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
9. MOBICLOUD TECHNOLOGIES PVT LTD is a start up and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hardwork – and expect appreciation & rewards to follow.
10. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
11. Have fun at what you do and do the right thing – both the principles are core of what MOBICLOUD TECHNOLOGIES PVT LTD stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.



K. N. Nimbharkar

DIRECTOR

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



I have negotiated, agreed, read and understood all the terms and conditions of this Internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date:

Signature:

Place:

Name:



K. N. Nimbale
DIRECTOR

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

102, Mariegold, Neco Garden Viman Nagar, Pune-411014
www.mobicloudtechnologies.com

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Date: 01-Nov-2021

Subject: Offer Letter

Dear Chetan patil,

We are pleased to offer you employment as 'Database Administrator' with our company reporting to Shivam Bajpai.

This offer must be accepted in writing and communication of such acceptance received by the company no later 01-Nov-2021, failing which this Offer will be deemed to have been withdrawn by the company.

This Offer is also subject to submission of educational certificates, employment work-experience testimonials and other documents required as per Company Policy and verification of all information provided by you to the satisfaction of the Company, including the Background Check Report, Previous Compensation, and Education credentials.

Should you accept this Offer, your employment will be subject to the following conditions read with the terms and conditions contained in the Employment Agreement which you will be required to sign separately on joining employment. Kindly go through the attached draft closely and let the undersigned know if you require any clarifications on the same.

1. Date of Appointment:

- a. Your employment will be effective from your date of joining. You are required to report to the undersigned at 12:00 PM IST 01-Nov-2021 for joining employment, failing which it shall be presumed that you do not intend to join the employment of the company in breach of your acceptance of this offer.
- b. From the date of joining, you will be on probation for three months, which period may be extended for a further period of up to 3 months at the discretion of the company.
- c. Your employment will be deemed confirmed after 90 days of joining and will not require a separate Confirmation Letter, if you are not notified otherwise by your Reporting Manager or HR SPOC.
- d. In case of extension of confirmation due to unsatisfactory performance or any other valid reason identified by the Organization, you will be notified on the extension of confirmation.
- e. Your employment is subject to successful completion of Training and On Job Training (OJT) assessment.
- f. During the probation/employment period, your services are terminable by 30 days' notice period in writing from either side or salary in lieu thereof.

ZIFF DAVIS PERFORMANCE MARKETING PRIVATE LIMITED
REGISTERED OFFICE: 10th Floor, Block B, Viman Nagar, Pune - 411014, India. P
U00892PN2006PTC-38242



Confidential Document

K. Nimble
DIRECTOR

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

2. Terms and Conditions:

- a. All references to "Company" made in this offer letter shall be taken to mean "ZDPM Pvt Ltd."
- b. You are expected to contribute positively to the growth of the company and devote your singular attention towards the same.
- c. You shall observe strict compliance to the work policies of the company and shall maintain the reputation of the company and thus refrain from making any such statements that could discredit the reputation of the company.
- d. Your employment is transferable and the company at its discretion may transfer you now or in future based on the company's need.
- e. You will devote your entire full time to the work of the company and shall maintain confidentiality of all Confidential Information as per the terms of the Employment Agreement.
- f. You will observe work timings and holidays as applicable to your place of work.
- g. You will inform the company in writing of any change in your residential address and contact details.
- h. Your confirmation is subject to you being found satisfactory in work and remaining medically fit (physical and mentally).
- i. Your employment with the company may be terminated in accordance with the terms of the Employment Agreement.
- j. Any two absenteeism during your Training Period or On Job Training (OJT) Period will lead to separation from services without any notice.
- k. On joining employment, you will be subject to the company policy on Leave as may be prevalent from time to time. In case of Emergency Leave, you have to intimate your Supervisor of the same at least 90 minutes before the commencement of your Shift Time. Other leave may be availed in accordance with applicable company policy on Leave. In case of your failure to follow the procedure prescribed for availing leave, your absence will be considered as '**Absent from Work without Any Information (AWOI)**' & will be dealt per Company policy on Leave in this behalf. Per current Company Policy on Leave if an employee is terminated due to unsanctioned/uninformed absenteeism and/or misbehavior including data fudging/ reporting fraud etc., then he will not be eligible for any remuneration & any pending dues will be forfeited.

Confidentiality and Breach of Trust:

- k. You shall not under any circumstances part with any confidential data pertaining to the company that you are directly/indirectly responsible for or otherwise, to any such member of the public or anybody not part of the company. Any departure from this shall be considered as a breach of trust and can result in immediate dismissal/termination from your services. You shall deal with the confidential information of the company strictly in accordance with the terms of the Employment Agreement.

Confidential Document

ZIFF DAVIS PERFORMANCE MARKETING PRIVATE LIMITED

REGISTERED OFFICE: Akurdi, Pune Block B, 1st Floor, IT City Info Park, Nagar Road, Viman Nagar, Pune - 411014, India Phone: 411044

U00893112006PUN12044



K. Nimma
DIRECTOR

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



3. The obligations contained in this clause shall survive the termination of the Employee's employment with the Company and shall be fully enforceable thereafter.
4. Notwithstanding the above provisions, due to the nature of the Confidential Information that has been/may be disclosed to the Employee by the Company during the course of his employment, the Employee acknowledges that the Company would lose its business advantage over its competitors if the Employee were to provide any services to such competitors of the Company. Accordingly, the Employee undertakes that he shall not, directly or indirectly, solicit, offer or otherwise contact any of the Competitors, or any related subsidiaries/parent company, who are direct competitors of the Company, for providing any services to the aforesaid direct competitors of the Company, whether as employee or as consultant. This obligation shall survive for a period of 12 months after termination of the Employee's employment with the Company.

3. Remuneration:

- a. You will be entitled to receive your monthly compensation on the 1st working day of every succeeding month.
- b. On joining employment, as per the company's compensation policy you will be entitled to the following salary structure (Please refer to attached Annexure -A)
- c. Review of remuneration: Your remuneration will be reviewed at periodical intervals from time to time in accordance with the company's internal policies and revisions will be based on your performance review, effectiveness factors and the extend of service provided by you.
- d. To avail Variable Pay and other floor/process incentives or any other remuneration which is not part of the Base Pay component, you will need to be on the active rolls of the Company on the date on which such payments are disbursed by the Company.
- e. Your salary is strictly confidential.
- f. For any complaints\suggestion, Please Send an e-mail to the local HR Team or contact in person.
- g. Any Moral Turpitude can result in immediate loss of employment with the company.
- h. Employees are expressly prohibited from accessing any prior employers' websites or data and/or any sort of information pertaining to their formal employer/employment that is confidential in nature from Company or any other location. If Company or third party notices/discovers such instance/s at any time, suitable legal action will be taken including but not limited to criminal proceedings against concerned employee or ex-employee.
- i. The Company shall have the right to deduct from your remuneration any inadvertent overpayment of salary or other relevant payments under this Agreement. You will be responsible and liable for payment of all income and related taxes on your salary, fees and any other payment received by you under this agreement and/or during your employment with the Company.

Confidential Document



K. Nimra
DIRECTOR

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



- l. You shall take all necessary steps to ensure against any unauthorized disclosure of the confidential information to any third party for any reason whatsoever.
- m. You shall maintain and keep in safe custody such books, registers, laptops, documents, or other such documents as may be issued to you or may be in your possession and shall return the same when required or on termination of contract, non-submission or damage of any company asset will lead to recovery.
- n. You shall report to your superiors in case any unauthorized disclosure of confidential information comes to your attention at any time.

Intellectual Property

- o. All intellectual property rights, in India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time), invention, design, discovery, ideas, techniques, methods, processes, uses, products, services, forms, formats and improvements made to any of the above, or in any other matter including but not limited to designs conceived / created / made fully or in part (whether or not during regular office / business hours and whether alone or in conjunction with others,) by the Employee, during the Employment Period, shall on such conception, creation or making and shall stand automatically vested in and be the sole and exclusive property of the Company. The Employee does hereby assign and transfer all right, title and interest in all work and in all related patents, copyrights and trademarks, trade secrets and other proprietary rights therein to the Company.
- p. Employee also explicitly waives all moral rights in Employee's contribution to the business of the Company.
- q. Employee undertakes to execute and register any necessary documents, and do whatever else may be necessary as may be determined by the Company in its discretion, at the cost of the Company, even after his employment with the Company has ended to further confirm the above ownership rights in favor of the Company. The Employee hereby authorizes the Company as Employee's power of attorney holder to execute any documents on Employee's behalf for this purpose.

Non - Competition

- 1. During the Employment Period, the Employee shall not, directly or indirectly, either as an employee, part of a company, consultant, agent, principal, partner, corporate officer, director, shareholder, member, investor or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatever with the business of the Company.
- 2. During and after the Employment Period, the Employee will not divulge or appropriate to his own use or to the use of others, whether in competition with the Company or otherwise, any Confidential Information or intellectual property of the Company.

Confidential Document

ZIFF DAVIS PERFORMANCE MARKETING PRIVATE LIMITED

REGISTERED OFFICE: 1st Floor, Block B, D.Y. Patil Institute of Master of Computer Applications and Management, Info Park, Nagar Road, Viman Nagar, Pune - 411014, India. Phone: +91-20-411044

U00892PN2006PT-128342 Pune 411 044



K. N. Nimbale
DIRECTOR

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



The above terms should be read along with the attached Employment Agreement. In the event there is any conflict between this Offer and the Employment Agreement, the terms of the Employment Agreement will prevail.

Please acknowledge this letter as a token of your acceptance to our offer.

With Best wishes,

Sincerely yours,

For ZDPM Private Limited

Meenakshi Kaul

Vice President - Human Resources

Date: 01-Nov-2021

I, CHETAN SANJAY PATIL
Accept the aforesaid conditions

DocuSigned by

258F4207D35C41B

Employee Signature

Date: 11/1/2021



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

Confidential Document

ZIFF DAVIS PERFORMANCE MARKETING PRIVATE LIMITED

REGISTERED OFFICE: UG Floor, Block B, Weikfield IT Citi Info Park, Nagar Road, Viman Nagar, Pune - 411014, India. Phone: +91-20-41499300. CIN: U00892PN2006PTC128342

Office Address: 1st Floor, Office No -2, Building C-2, Manikmoti Complex, Near Jivandhara Hospital,
Pune- Satara Road, Katraj Chowk, Pune- 411046.

Mobile No: +91-7755945544 E-mail: websoftitsolutionpune@gmail.com

Website: www. websoftitsolution.com

REF: Int- WS201707-2020

OFFER LETTER

Dear Dipali Lawate,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Java Developer-L1 Level with Websoft IT Solution, Pune.

We take this opportunity to welcome you to Websoft IT Solution Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of Joining:

22nd March 2021

Level:

Java Developer-L1 Level

Project Name:

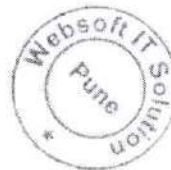
Hospital ERP

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

As abided by intellectual property and confidentiality policy of Web Soft IT Solution Pune.

We wish her every success in life.



K. Nimrah
DIRECTOR

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

AUTHORIZED PERSON SIGN

WEB SOFT IT SOLUTION PUNE

Lentra AI_Campus 2021 - MCA

Heeresh Khatri <tpo@dypcoeakurdi.ac.in>

Tue, Jul 28, 2020 at 10:33 AM

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

Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Sir,

PFA the Internship confirmation letter of Swapnil Kesharwani.

His DoJ is 3rd August, 2020, Please inform him the same and share the Letter of Internship to him.

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

From: **Siddika Parab**

Date: Tue, Jul 28, 2020 at 10:18 AM

Subject: Re: Lentra AI_Campus 2021 - MCA

To: Heeresh Khatri

Cc: Jasmeet Chhabda, PLACEMENTS DYPCOE

Dear Sir,

Greetings from Lentra! We are delighted to release an Internship offer to the selected candidates as attached below.

I request you to share this offer letter to the respective student.

Thanks for the support & cooperation during this campus recruitment process.

Regards

Siddika Parab

HR Executive

Lentra.AI

Ext- 6853

On Thu, Jul 23, 2020 at 11:28 AM Heeresh Khatri <tpo@dypcoeakurdi.ac.in> wrote:

Siddika,

PFA the resume for your reference.

On Thu, 23 Jul, 2020, 11:25 am Heeresh Khatri, <tpo@dypcoeakurdi.ac.in> wrote:

Hi Siddika,

Greetings of the day!

Please find attached the resume for your reference please.

On Wed, 22 Jul, 2020, 6:14 pm Siddika Parab, wrote:

Dear Sir,

We are glad to be a part of your Recruitment Program once again & also to conduct the technical assessment process for MCA students of your prestigious Institute, As we have completed the 1st level of assessment, here are the below list of shortlisted students, with whom will be proceeding ahead for interviews.

I will update you the date & timings accordingly. Interim request you to share their resumes.

Sr.No	Candidate	Status
1	Ganesh Kadam	Shortlisted




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Applications and Management
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2	Hitesh Zhambare
3	Shubham Togarge
4	swapnil kesharwani
5	Shilpa Telmasare

Regards

Siddika Parab
HR Executive
Lentra.AI
Ext- 6853

On Fri, Jul 17, 2020 at 4:46 PM Siddika Parab wrote:
Hi Sir,

As discussed please use this updated link for the test,

<https://assessments.reliscore.com/lenra/1128fd436cc1a8a26672cc03c4ec22d6706c42dd/>

Regards

Siddika Parab
HR Executive
Lentra.AI
Ext- 6853

On Fri, Jul 17, 2020 at 4:39 PM Siddika Parab wrote:
Dear Sir,

Thanks for sharing the list of interested students, as a part of the process initially we are proceeding ahead for the 1st Round of Assessment which includes the Technical Test conducted on Monday.
Request you to share the below mentioned Technical Test Link to all MCA students, herewith attaching instructions for test, kindly acquaint the students regarding the same.

<https://assessments.reliscore.com/lenra/1128fd436cc1a8a26672cc03c4ec22d6706c42dd/>

Date : 20th- July-2020
Time : 11:00AM to 1:00PM

Regards

Siddika Parab
HR Executive
Lentra.AI
Ext- 6853

On Fri, Jul 17, 2020 at 3:52 PM Heeresh Khatri wrote:
Dear Siddika,

Greetings of the day!

Thankyou so much for sharing the opportunity with us.

Kindly find attached the data of the students for your reference.

Do let us know when would you like to start the process.

Awaiting your reply.

On Wed, 15 Jul, 2020, 7:52 pm Siddika Parab, wrote:
Dear Sir/Ma'am

Greetings from Lentra.AI Pvt Limited



K. Nimola

DIRECTOR

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

As discussed, we are writing this email to express an interest in participating in the recruitment session once again at your College to hire MCA stream students for the internship of 1 year.

The role would be of **Software Intern**, currently we have 10 Openings for the role but in case we find exceptional talent and participation, we could go up in numbers.

A brief about the company:

We have built the best-in-class LENDING STACK. The visible outcome of our offering is an ALL digital, completely paperless lending business flow.

We service some of the leading names in Indian Financial Services industry. To name a few - HDFC Bank, TVS Credit, Standard Chartered Bank, Tata Capital, Capital First, HDFC Limited, Union Bank of India, HDB Financial Services etc.

We are at a very exciting inflection point, where we are looking to expand in India as well as internationally. We are also looking to create additional product lines to service the BFSI markets. Our developers have been contributing code to major organizations and open source projects for over 5+ years now. They've also been writing articles, speaking at conferences, and helping push software development forward -- changing companies and even industries along the way. We are building mobility, cloud and predictive analytics solutions for the Financial Services. The technological advances in India Stack (Aadhaar eKYC, UPI, DigiLocker & eSign, Consent Architecture, OPEN APIs etc) is worth taking a note. India is already leading from the front, as many of these solutions do not yet exist in the west. We are seeking talented engineers and visionaries, passionate about software and have the potential to build cutting edge SaaS solutions on the emerging technology platforms.

Kindly let us know the next steps and we would be glad to take it ahead.

Looking forward to hiring great talent from your College.

Please find the below attached JD for your reference & let us know if anything required from our end, for any queries contact on 8999810236

Website : <https://www.lentra.ai/>

Note: Selected students will join us immediately as an Intern virtually, once their examination is over they have to report us in our Pune-HO.

Regards
Siddika Parab
HR Executive
Lentra.AI
Ext- 6853

--
Prof. Heeresh Khatri
Training & Placement Officer
D. Y. Patil College of Engineering, Akurdi
Mob: 9923963332
Email: tpodypcoe@gmail.com
Facebook Page: <https://goo.gl/UNemL6>




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Jasmita Kaur
[Quoted text hidden]

Dear Swapnil Kesharwani,

On behalf of Lentra AI (the Company), I am pleased to extend to you this offer of employment as an Intern. If you accept this offer, you will begin your internship with the Company on **August 03, 2020**.

We warmly welcome you to being a part of the Lentra family. As an Intern this is the first step of moving towards the Full time employment which will be offered to you depending upon your performance in Internship. As an Intern though you will be considered as having temporary employment but you'll get an opportunity to work with some of the top level clients and live projects. You will be exposed to and will be given an opportunity to work on the new technology and you will receive advanced training which will enhance your skills. We look forward to making this journey full of learning and fruitful for both you and the organization.

Furthermore, you will receive a monthly stipend of **Rs. 8,000** less applicable taxes if any.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay or paid holidays. Your internship is expected to end, **August 03, 2021**. However, the Company reserves the right to terminate your internship at any time, with or without cause and with or without notice. In case you decide to terminate the internship, the same may be done by providing 30 day notice or an approval from your reporting manager to reduce the notice period.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting proprietary information, discrimination and harassment. This email sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent email or written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by a reply to all email from your side.

Feel free to contact the HR team in case of any query.




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



VSH SOLUTIONS PRIVATE LIMITED

#7, Silver Estate, D Building,
S.No: 629/2/2, Bibwewadi Pune-411037
Maharashtra, India

12

To,
Ganesh Kadam,

Date: 30th July 2020

Subject: Offer letter

Dear Ganesh,

This has reference to the various discussions you had with us.

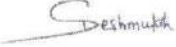
We are pleased to make a provisional offer of appointment as "Trainee Software Engineer". Your yearly earnings including salary, allowances, benefits and statutory payments as applicable will total
Your offer Monthly CTC is 7,000/- Per Month (Aug2020-Jan 2021) First 6Month will be a training period after that 2,00,000/- Per Annum (Professional Tax, TDS-if you are in criteria). You will receive a detailed appointment order after you join.

On reporting please bring two recent passport size photographs, photocopy of all educational certificates, proof of age certificate.

You are required to join the Company on or before **31/07/2020**. Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

We look forward to a mutually rewarding relationship.

Yours faithfully
For VSH Solution Private Limited


Sayali Deshmukh- HR Manager

Accepted & Agreed

Mr. Ganesh Kadam.




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

**VSH SOLUTIONS PRIVATE LIMITED**

#7, Silver Estate, D Building,
S.No: 629/2/2, Bibwewadi Pune-411037
Maharashtra, India

Details are in Annexure-A.

<u>Annexure -A</u> Name: Ganesh Designation: Trainee Software Engineer Branch: Pune			
No.	Components	Monthly	Yearly
A	Earning Heads		
	Basic Salary	3500	21000
	House Rent Allowance	1400	8400
	Misc Allowance	70	420
	Medical Allowance	700	4200
	Convenience	472.5	2835
	Allowance	4725	28350
	Total	7000	42000
		200	1200
	Total Monthly and Yearly	6800	40800



K. Nimrod

DIRECTOR


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

**VSH SOLUTIONS PRIVATE LIMITED**

#7, Silver Estate, D Building,
S.No: 629/2/2, Bibwewadi Pune-411037
Maharashtra, India

Annexure -A			
Name: Ganesh			
Designation: Trainee Software Engineer			
Branch: Pune			
No.	Components	Monthly	Yearly
A	Earning Heads		
	Basic Salary	8333.33	99,999.96
	House Rent Allowance	3333.33	39999.96
	Misc Allowance	166.66	1999.92
	Medical Allowance	1666.66	19999.92
	Convenience	999.99	11999.88
	Allowance	2166.66	25999.92
	Total	16666.66	200000
	PT	200	2500
	Total Monthly and Yearly	16466.66	197500

Yours faithfully
For VSH Solution Private Limited


Sayali Deshmukh- HR Manager

Accepted & Agreed

Mr. Ganesh Kadam.




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

Mr. Gaurav Mali,
Address : At Dahindule,
Post- Patonde,
Tal- Nandurbar, Dist- Nandurbar
Maharashtra-425412

Date: 25th Aug 2020.

INTERNSHIP OFFER LETTER

Dear Gaurav,

Congratulations!!

We are pleased to offer you an Internship with **Autoflow Technologies Private Limited** based on the interviews, discussions you had with us. Details of the terms and conditions of Internship are as follows:

1. You will be designated as **Intern** and will be based at our Pune location.
2. Your date of commencement of Employment will be on **1st Sep 2020**.
3. You will receive a Monthly stipend of **Rs. 8000**.
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. The period of Internship will be six months from the date of your joining. We shall offer you a full time employment in writing after successful completion of Internship.
6. You are required to submit the below listed documents on your date of joining
 1. Pan Card, Adhar Card , Passport
 2. Original Academic Certificates (all from 10th to Highest)
 3. Previous company's relieving letter and salary slip for last 6 months (If Applicable).
 4. Bank Statement (six months)
 5. Three passport size photographs (Recent)
7. You are requested to send us a signed copy as confirmation of the same, immediately.




DIRECTOR



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

Version: 2.0

8. You are required to join us latest by **1st Sep 2020**, beyond which this Internship offer stands cancelled unless otherwise either party communicates the said delay beforehand.
9. You are prohibited from using this Internship offer letter as a leverage point to grab a job opportunity elsewhere and any such act will be dealt/met with criminal and civil action. This letter and the contents contained herein are the proprietary information of AutoFlow Technologies and the Founder and shall be strictly kept confidential. The same shall not be disclosed or divulged, whether knowingly or inadvertently, without prior written consent of the Management.

We look forward to welcoming you as a member of Team AutoFlowTech.

For AUTOFLOW TECHNOLOGIES PVT LTD



Pradnya Langhe

Director

I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Candidate Signature _____

Candidate Name _____

Date _____



DIRECTOR

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

Suma Soft Pvt. Ltd.

CIN No.: U72200PN2000PTC014900



Date: 2nd Feb 2020

To,
Harshal Choudhari,
Pune

OFFER LETTER

Dear Harshal,

With reference to your application dated 2nd Feb 2020 and subsequent interview, the company intends to offer you the position of 'Trainee-Software Engineer' at our Pune office on the terms, conditions and remuneration as mutually agreed upon at the time of interview.

1. As we discussed during your interviews, you will be functionally reporting to Nikhil Badjatya, Project Manager at Suma Soft Private Limited.
2. You shall submit a copy of your Resignation Letter with acceptance of the same from your current organization within seven days from today. In case you do not submit the same, it shall be presumed that you are not interested in the offer and the same shall stand withdrawn automatically without further intimation.
3. You shall report for joining on 2nd Feb 2020 at 10.00 AM. In case you do not report at the stipulated date and time, the offer shall stand withdrawn automatically without any further intimation.

You are requested to contact Ms. Anindita Ghosal on the date of joining. You are required to submit the following documents as part of joining formalities:

1. Educational Documents (SSC / HSC / Graduation / Postproduction) - Original + Copy, 1 copy each
2. Employment Documents (Offer Letter / Appointment Letter / Experience Letter / Relieving Letter / Last 3 months salary slips stamped) - Original + Copy, 1 copy each
3. Original (with bank stamp) Salary Bank account statement - For employment period or 12 months whichever is less.
4. Form -16 for past 1 years
5. PAN Card - 2 copies each
6. ID Proof (Passport / Driving License / Voter's ID) - 2 copies each
7. Address proof (Current & Permanent) - copies each

Failure to produce the same on joining would result in the cancellation of this Offer Letter with Suma Soft Private Limited with immediate effect.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion into national and international markets.

This letter is being sent / given to you in duplicate. You are requested to affix your signature on the duplicate of this letter confirming your acceptance of the same.

Thanking you,
Yours sincerely,
For Suma Soft Private Limited

I accept the terms and conditions

Anil Waychal
VP Technology Services
Pune



Suma Center, 2nd Floor, Opp. Himali Society, Near Mangeshkar Hospital, Erandawane, Pune 411 004.
Tel. No. +91 (020) 25425655, 40130400

Regd. Office :

'Suma Shilp', 93/5A, Erandawane, Pune 411 004.
Tel. No. +91 (020) 25671312, 25676711
Fax No. +

Scanned by TapScanner



STRICTLY PRIVATE AND CONFIDENTIAL

September 27, 2020

Mr. Hemant Patil

At Post Japore,
Taluka - Shirpur,
District - Dhule - 425405
Maharashtra

Dear **Hemant**,

We are pleased to offer you Training in our organization. Your training will be for a period of six months as Trainee under Standing Orders.

You will be paid stipend of **Rs. 10,000/- per month** (Rs. Ten Thousand Only) during your Trainee period of six months.

You are required to join us on or before **January 04, 2021**.

At the time of joining, you are requested to bring photocopies of the following documents along with originals for verification:

1. Photocopies of Qualification (Academic & Training) Certificates
2. Photocopy of your Passport*
3. Photocopy of your Driving License*
4. Two recent photographs (I-card size)
5. Photocopy of your PAN card
6. Aadhaar Card

* If Applicable

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DIRECTOR

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

[Handwritten signature]

Registered Office Address:

Harbinger Systems Pvt. Ltd.
139, 'Siddhant', Survey No. 97/6, Off. Paud Road,
Kothrud, Pune 411 038, Maharashtra, India

Phone No.: +91-20-6626 0100 / 6720 3000 / +91-20-25284201/2/3
Fax No.: +91-20-25285411

Website: www.harbinger-systems.com

E-mail: info@harbinger-systems.com

CIN: U72203PN1997PTC112423

HARBINGER

You are required to send us the duplicate copy of this letter duly signed, as a token of your having accepted the offer of training, within three days time, failing which the offer stands cancelled.

Your association with the company will be subject to a satisfactory reference check. In case any discrepancies are found out in relation to information provided by you, the Company may terminate the training at any given period without giving any notice. Your training with the Company will commence only on your joining and acceptance of this letter.

You or the Company may, at any time, during your Training, terminate your Training without cause, by a written notice of **30 Days (Thirty Days)** or stipend in lieu of such notice.

On the joining date you will have to report to the Talent Management department for the joining formalities.

We welcome you and hope you have a fruitful training with us.

With best wishes,

For **Harbinger Systems Pvt. Ltd.**

DocuSigned by:
Neville Postwalla
43B5551A58CB47B...

Neville Postwalla
Associate Vice President - Talent Management

Accepted By



Hemant Patil
Trainee




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



Internship Offer Letter

13th July 2020

Mr Tushar Sunil Patil

Dear Tushar,

It is our pleasure to offer you an internship appointment as a research intern in the Department of Technology Research at The Data Tech Labs INC. This appointment will begin on 16th July 2020 at 11:00 AM. From 16th July till 31st August you will be on the learning spree where different set of assignments with deadlines will be allocated and you will be evaluated on the same. You will receive a stipend of INR 5000.00/- per month from 1st September 2020 till 31st January 2021. Anticipate that the appointment will continue at least through 31st January 2021, contingent upon your training progress, program needs and satisfactory performance.

You will be working on research, strategizing and web Development for different domains over cloud technologies.

You need to work on your own laptop. Our IT team will help you configure the required software and licenses on your laptop.

You will have to sign a few NDAs and adhere to the IT policies applied on your laptop. Any tempering on the policies will be a punishable offence.

We look forward to working with you. Please do not hesitate to call me if you have any questions about your appointment. My contact credentials are as below:

Contact Number: 89280 42709

Email ID: mrugakshi@tdtl.world

Sincerely,

Mrugakshi Mahajan



DIRECTOR

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

** being a digital offer letter, this doesn't require stamps

Date: 23 June, 2021

Mr Hitesh Vijay Zhambare
522Saideep'GandhiNagar Ratlam
Madhya Pradesh

Mob: +917389084614

Subject: Offer Letter

Dear Mr Hitesh,

We are pleased to offer you the position of "Web-Developer" with The DataTech Labs Inc. The Letter of Employment consisting of the Terms & Conditions of your appointment will be issued to you within the first week of your joining.

You will be on probation for the first six months of your appointment. After this period your terms and conditions shall be reconsidered and based upon the performance shown by you, your employment may be confirmed, or your probation may be extended.

As discussed, and agreed by you, your total compensation would be a CTC of Rs. 1,58,400/- Per Annum. .

In the meantime, you are requested to kindly forward us the following documents within two days

- Scan Copy of PAN card.
- Scan Copy of Aadhaar Card
- Details of your Bank Account/Scan Copy of Passbook
- Copy of your resignation letter, duly accepted by your employer.
- Scan Copy of your Relieving Letter & Experience Letter
- Scan Copy of your educational qualifications.
- Proof of last salary drawn and details of the package therein of your current employment.

You would be initially based in Pune. This offer letter shall be valid for joining on 1st July, 2021.

You will be required to sign the confidentiality agreement on your joining. In case the information provided by you is found incorrect, the offer will automatically stand revoked without any further notice.

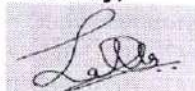
You will have to sign a few NDAs and adhere to the IT policies applied on your laptop. Any tempering on the policies will be a punishable offence.

We look forward to working with you. Please do not hesitate to call me if you have any questions about your appointment. My contact credentials are as below:

Contact Number: 8105440345

Email ID: latha@tdtl.world

Sincerely,



Latha Iyer



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

India

Dnyanasha Technology
Solutions India Pvt. Ltd.

www.tdtl.world

18002663282

UAE

Dnyanasha Technology
Solutions

www.tdtl.world

+971 0524807514

UK

DataTech Labs Ltd.

www.tdtl.world

8000485080

USA

The DataTech Labs Inc.

www.tdtl.world

8555616600

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Reg Off: 1st Floor, Office No -2,
Building C-2, Manikmoti Complex,
Near Jivandhara Hospital, Pune- Satara
Road, Katraj Chowk, Pune- 411046.
hr@keywordtechnosolution@gmail.com
www.keywordtechnosolution.com

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Keyword Technology

The Future of Technology

Offer Letter

1st Floor, Office No -2, Building C-2,
Manikmoti Complex, Near Jivandhara
Hospital, Pune- Satara Road, Katraj
Chowk, Pune- 411046.

Ref: Cust-KT756-2020

This is to certify that **Mr. Kaivalya Salunkhe.**, With reference to your application and subsequent interview with us, we are pleased to appoint you as Python Developer-L1 Level with Keyword Technology, Pune.

Date of Joining:

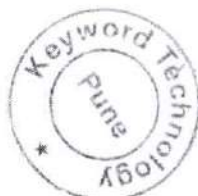
15th March 2021

Level:

Python Developer-L1 Level

Project Name:

Deal Store System



17.03.2021

K. N. Salunkhe

DIRECTOR

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

**AUTHORIZED SIGN
KEYWORD TECHNOLOGY**
www.keywordtechsolution.com

OFFER LETTER

25th January, 2021

To,
Karuna Liman,

Dear Karuna,

We are very pleased to offer you the Internship with our company.
Please find following confirmation of the specifics of your internship:

Position Title: Web Developer - Intern

Start Date: February 1st 2021(3 to 6 Months)

Stipend: Your stipend for the internship will be INR 8K Fixed & INR 2K attendance bonus.

Chain of command: Supervisor/Reporting Lead

During your internship, you will have an access to company's confidential information. You agree that you will keep all this information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits.

Terms:

1. Internship Stipend is INR 8K fixed and INR 2K as an attendance bonus, So in total individual will be eligible to receive up to INR10K/Month
2. During Internship (3-6 Months) Program, attendance bonus to be paid quarterly i.e., 6K after 3 month's completion.
3. TDS 7.5% will be deducted which will be applied on their PAN details and they could get the refund for the same post April financial year 2021

INTERN'S DECLARATION

I accept the above terms and conditions

Name: Karuna Liman

Sign:



DIRECTOR

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

Company Address: 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune,
Maharashtra 411044

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G N SOLUTIONS PVT. LTD.

4th Floor, A & B Wing, "Gopal House", Karve Road,
Kothrud, Maharashtra, Pune 411029
Tel No: +91-20-67214800
www.globalnestsolutions.com



Superb Computing with ease

CIN:U65993PN2008PTC132031

Date: 10th Feb 2021

Mr. Ajith Kumar

Subject: Selection as an Inter Trainee

Dear Ajith,

We are pleased to select you to undergo training as an intern in our organization on the following terms & conditions:

TERMS:

1. You will be considered as **'INTERN' (working in Python Development)**.
2. Your training will be for period of Five months. If you show satisfactory assimilation of skills and knowledge, if found fit at the sole discretion of the Company, you may be considered by the Company for Employment post training period.
3. If selected by the Company for employment, Company will issue appointment letter containing the terms and conditions of employment.
4. Your remuneration in training period will as below.

Month(s)	Compensation
1 – 5 months	12,000/- p.m.

Start Date: (Feb 6, 2021 to June 30, 2021)

We welcome you to GNS family for a long association.

Please sign copy hereunder and return to us as a token of acceptance of terms and conditions of your engagement as intern with the Company.

With Regards,

Sunita Kulkarni
Sunita Kulkarni
Director



In Pune Jurisdiction



Accepted with Thanks,

Ajith Kumar

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K. Nimish
DIRECTOR

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

OFFER LETTER

25th January, 2021

To,
Mrunali Bhujbal,

Dear Mrunali,

We are very pleased to offer you the Internship with our company.
Please find following confirmation of the specifics of your internship:

Position Title: Web Developer - Intern

Start Date: February 1st 2021(3 to 6 Months)

Stipend: Your stipend for the internship will be INR 8K Fixed & INR 2K attendance bonus.

Chain of command: Supervisor/Reporting Lead

During your internship, you will have an access to company's confidential information. You agree that you will keep all this information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits.

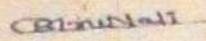
Terms:

1. Internship Stipend is INR 8K fixed and INR 2K as an attendance bonus, So in total individual will be eligible to receive up to INR10K/Month
2. During Internship (3-6 Months) Program, attendance bonus to be paid quarterly i.e., 6K after 3 month's completion.
3. TDS 7.5% will be deducted which will be applied on their PAN details and they could get the refund for the same post April financial year 2021

INTERN'S DECLARATION

I accept the above terms and conditions

Name: Mrunali Bhujbal

Sign: 


DIRECTOR

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

Company Address : 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune,
Maharashtra 411044

Offer cum Appointment Letter

June 22nd, 2021

Mr. Namdev Mehetre
+91 9588400341
namdev.shelgaonkar91@gmail.com

Dear Namdev,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "**Business Analyst**" for Pune Location with us on the following terms and conditions:

1. Date of Appointment

Your appointment is effective from **July 5th 2021**.

2. Positing

Your posting will be at "**Pune**".

3. Place of Employment

3.1 You acknowledge and agree that you may be assigned, transferred or deputed to offices, departments or Units of Company and / or its affiliates and / or their contractors and clients, whether in India or abroad. In the event of any such assignment, transfer or deputation, you may be required to consent to and /or agree to certain other agreements, or policies applicable to such an assignment, deputation or transfer.

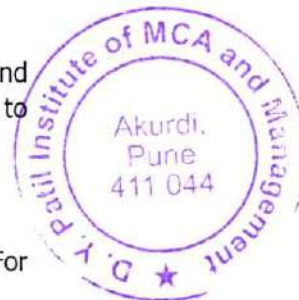
3.2 In the event of any assignment, transfer or deputation of your services, your salary and other benefits may be adjusted in accordance with the company's policies with respect to such an assignment, transfer or deputation.

4. Cost to Company

You will be paid an annual emolument of **Rs.3,00,000/- (Rupees Three Lacs only)**. For detailed Break-up kindly refer the Annexure I.

Your compensation may be reviewed on periodic basis and your salary may be adjusted, depending upon various factors, including your performance during the preceding period.

Notwithstanding the above, you acknowledge that it is Company's policy to review the compensation payable to its employees for successive years and such compensation may be



Corporate Office Address:

Office No. 501, 5th Floor, P-3, Pentagon Towers, Magarpatta City, Hadapsar, Pune-411013
www.avantecodeworx.com | info@avantecodeworx.com | Ph.: (020) - 6700 0062

DIRECTOR

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

higher or lower than the compensation received for the previous year depending upon various factors, including the overall performance of the Company.

5. Working hours

Normal hours are as determined by the company but your responsibility is to ensure that the assigned deliverables are complete within the allocated duration.

6. Probation

You shall be on a probation period of three months.

7. Non- competition

You agree with the Company that you will not, during the continuance of your employment with the Company, carry on or be engaged, directly or indirectly, either on your own behalf or on behalf of any person, or as manager, agent, consultant or employee of any person, firm or company, in any activity or business, in India or overseas, which shall directly or indirectly be in competition with the business of the Company or its subsidiaries or associated companies.

8. Court Cases / Police Cases

You will submit a firm undertaking / confirmation in writing that there are no police cases / court cases pending in any court in India. If such undertaking submitted by you is found to be false, then this contractual engagement shall stand terminated with immediate effect and you shall not be entitled to any compensation for any services you may have rendered.

9. Confidentiality

9.1 You agree that in the course of your employment you will have access to and be entrusted with information in respect of the business of the Company including intellectual property, processes and product specifications, etc. and relating to its dealings, transactions and affairs and likewise in relation to its subsidiaries, associated companies customers or clients all of which information is or may be of a confidential nature.

9.2 You shall not except in the proper course of performance of your duties during or at any time after the period of your employment or as may be required by law divulge to any time after the period of your employment or as may be required by law divulge to any person whatever or disclosure of any Confidential Information of the Company or any of its subsidiaries or associated companies or any of its or their suppliers, agents, distributors or customers.

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K. Nimish
DIRECTOR

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

9.3 All notes, memoranda, documents and Confidential Information concerning the business of the Company and its subsidiaries or associated companies or any of its or their suppliers, agents, distributors or customers which shall be acquired, received or made by you during the course of your employment shall be property of the Company and shall be surrendered by you to the Company upon the termination or at the request of the Company at any time during the course of your employment.

9.4 Confidential Information means information relating to the business, products, affairs and finances of the Company or any of its associated company or subsidiary for the time being confidential to it or to them and trade secrets (including without limitation, technical data and know-how) relating to the business of the Company or of any of its Associated Companies or of any of its or their suppliers, clients or customers.

10. Travel

Any work related travel will be paid by the company as per the expenditure policies of the company. A copy of this policy will be provided to you by your HR coordinator.

11. Joining Formalities

This offer is subject to your completing joining formalities as specified in Annexure II and your confidential report being found satisfactory from the references provided to us.

12. Termination

Your services can be terminated by either party after giving two month notice. If your services are terminated at your initiative, the company reserves the right to insist on full compliance to the notice period and may initiate appropriate legal remedies should you violate this provision of serving the notice period.

Your employment is subject to positive Background verification done by the company. If any document/s or information submitted by you is/are found to be false, your offer shall stand terminated with immediate effect without any prior notice and you will also not be entitled to any dues / claims.

Please note that you are expected to keep the salary package strictly confidential and you cannot discuss or divulge any details to any of your colleagues.

If the offer is acceptable to you, you are requested to get in touch with **HR Department** on your joining day to complete your joining formalities.

The above terms and conditions as specified, you are requested to sign on the copy of this letter and submit the same to us on your joining day or you can courier us at below mentioned address below:

Corporate Office Address:
Office No. 501, 5th Floor, P-3, Pentagon Towers, Magarpatta City, Hadapsar, Pune-411018
www.avantecodeworx.com | info@avantecodeworx.com | Ph.: (020) - 6700 0062



K. N. Nimbharkar

DIRECTOR

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

Avante Codeworx Pvt Ltd.

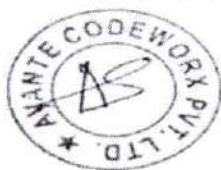
Office No. 501, 5th Floor, P-3, Pentagon Towers, Magarpatta City,
Hadapsar, Pune-411013

Contact – 020-67000004

We look forward to have you on our team.

Best Regards,

For Avante Codeworx Pvt Ltd.



Authorized Signatory

ACKNOWLEDGEMENT & ACCEPTANCE

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

SIGNATURE _____

DATE _____



DIRECTOR

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

Corporate Office Address:

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Annexure I
Compensation Structure

Component	Amount /Month	Amount/Annum
Basic	15500	186000
HRA	6200	74400
Monthly City Allowance	-	-
Performance Allowance	1550	18600
Advance Against Statutory Bonus	1750	21000
Gross	25000	300000
Employer PF	0	0
Employer ESIC	0	0
CTC	25000	300000
Employee PF	0	0
Employee ESIC	0	0
PT	200	2400
Total Deduction	200	2400
Net Take home	24800	297600

Note: Any tax liability arising out of the remuneration will be deducted as per the Income Tax & Professional Tax Rules.

K. Nimba
DIRECTOR

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

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Annexure II

1. Photocopy of Birth Certificate / S.S.C. Certificate / School Leaving Certificate
2. Photocopy of final year mark sheet
3. Photocopy of Degree / Post Graduate Degree passing certificate
4. Previous employment certificate (Experience)
5. Previous employment relieving letter
6. Certificate of last drawn salary / salary slip
7. Certificate giving details of Salary paid and tax deducted in the current financial year (Form 16)
8. Photocopy of Aadhar Card, if not applied, any other residential proof
9. Photocopy of PAN / Acknowledgement of PAN Application
10. Three colored photographs (ID Card Size)
11. Copy of Bank a/c Proof (Cancel cheque & Bank Statement / Passbook)



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

DIRECTOR

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

Corporate Office Address:

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Building C-2, Manikmoti Complex,
Near Jivandhara Hospital, Pune-
Satara Road, Katraj Chowk, Pune-
411046.
hr@keywordtechsolution.com
www.keywordtechsolution.com

Keyword Technology

The Future of Technology

Offer Letter

1st Floor, Office No -2, Building C-2,
Manikmoti Complex, Near Jivandhara
Hospital, Pune- Satara Road, Katraj
Chowk, Pune- 411046.

Ref: Cust-KT688-2020

This is to certify that **Ms. Namrata Yelle**, with reference to your application and subsequent interview with us, we are pleased to appoint you as .Net Developer-L1 Level with Keyword Technology, Pune.

Date of Joining:
17th December 2020

Level:
.Net Developer-L1 Level

Project Name:
Online Jewellery Application



17.12.2020

K. Namrata
DIRECTOR

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

AUTHORIZED SIGN
KEYWORD TECHNOLOGY
www.keywordtechsolution.com



Enigma Software Pvt.Ltd.

Survey No.111/10/3, Opposite D-Mart, Baner Road,
Baner Pune 411045 T. +91 860-051-3388, +91 860-051-5678
E. info@enigma.com | W. www.enigma.com

Software Trainee

Ref: ENZIGMA SOFTWARE PVT. LTD.

Date: 02nd May 2022

Employee ID: 449

Name: Namrata Yelle

Sub: Offer Letter

Dear Namrata

Thank you for exploring career opportunities with ENZIGMA SOFTWARE PVT. LTD. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. Initially, you shall be deputed as **Software Trainee** on a monthly stipend of **Rs 15,000/-**. On successful completion of training period, you shall be positioned as **Junior Software Engineer**. On being positioned as **Junior Software Engineer**, your gross CTC including all benefits will be **Rs. 4,00,000/-** per annum, as per the terms and conditions set out herein.

After you accept this offer you will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

Your Designation will be **Software Trainee**

Compensation & Benefits Structure

EARNINGS	MONTHLY (INR)	YEARLY (INR)
Basic	15,000.00	1,80,000.00
Conveyance Allowance	1,600.00	19,200.00
HRA	3,750.00	45,000.00
Medical Allowance	1,250.00	15,000.00
Official Internet Usage	900.00	10,800.00
Other Allowance	4,580.00	54,960.00
SUB TOTAL	27,080.00	3,24,960.00
Gratuity	720.00	8,640.00
Medical Insurance	400.00	4,800.00
PF Employer Contribution (13%)	1,800.00	21,600.00
TOTAL (A)	30,000.00	3,60,000.00
BONUSES		AMOUNT
APC		40,000.00
TOTAL BONUSES (B)		40,000.00
TOTAL (A+B)		4,00,000.00



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

There will be annual appraisal cycle during which MSI (Merit Salary Increase) will take effect. The appraisal cycle will be applicable after the successful completion of Training and Probation Period.




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

1. COMPENSATION & BENEFITS

1.1. BASIC SALARY

You will be eligible for a basic salary as per the CTC Table on Page 1 after successful completion of training period and elevation to the position of **Junior Software Engineer**.

1.2. ENZIGMA EMPLOYEE BENEFITS (EEB)

Enzigma Employee Benefits offers you benefit components for Tax shelter.

The components under EEB are listed below. The amounts given here for each of the components below are as per pre-defined structure. However we may re-distribute the EEB amount between the components as per your tax plan, once you join ENZIGMA SOFTWARE PVT. LTD

Taxation will be governed by the Income Tax rules. ENZIGMA SOFTWARE PVT. LTD. will be deducting tax at source as per income tax guidelines.

1.2.1. House Rent Allowance (HRA):

You will be eligible for a HRA component as per the CTC Table on Page 1. You may claim Tax exemption on the House Rental paid.

1.2.2. Conveyance Allowance:

You will be eligible for a Conveyance Allowance as mentioned in the CTC Table on Page 1.

1.2.3. Domiciliary Medical Reimbursement:

You will be eligible for reimbursement as mentioned in the CTC Table on Page 1 towards domiciliary medical expenses incurred by you for you and your family. This value would be on pro-rata basis in case you join during the financial year and will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the un-availed amount will be taxable.

1.2.4. Official Internet Usage (OIU):

You can avail an Official Internet Usage component as mentioned in the CTC Table on Page 1 for official & business purposes to stay in touch with your colleagues and customers. Employee needs to avail this facility on his/her name and produce necessary bills for reimbursement. This component is payable only after your Employment confirmation (i.e. post probation period).

1.3. VARIABLE COMPENSATION

1.3.1. Annual Performance Component (APC)

This will be calculated for each Fiscal year and payable in month of July of next Fiscal year. You have to be on active job duty and not on notice period till end of June of next fiscal year to be eligible for APC.

The Variable compensation is subject to review and may undergo a change based on the actual performance of the Company and your own ongoing individual performance. This allowance is payable based on the Company and Individual's performance, and as such shall be treated as performance bonus in lieu of statutory profit bonus.

1.4. OTHER BENEFITS

1.4.1. Medical Insurance Scheme:

You may be entitled for Medical Insurance coverage for self to cover any Hospitalization Expenses. This scheme coverage would be applicable only after your successful completion of training period (i.e. in probation period).

1.4.2. Gratuity

Gratuity is calculated and applicable as per Gratuity Act, 1972, to the employees who have completed 5 years of continuous service with the company.

1.4.3. Loans

You may be eligible for Personal/Contingency loans, as per the company loan policy.

1.5. RETIRALS

1.5.1. Provident Fund

This component is as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952". For component amount refer to the CTC Table on Page 1.




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

2. TERMS & CONDITIONS

2.1. Training Period:

2.1.1. Period:

After joining you will be on, on and off the job training period for the duration of graduation completion, during which you will be designated as a Trainee. In this period you will be evaluated in each month, based on the Training Module designed by the company. The training module is subject to change as per the trend in the industry.

You are required to complete the Salesforce.com certification in the 4th month of the Training Period which is mandatory. Based on your performance and attendance the company can extend this Training Period if required. In case certification is not completed in the 4th month of the training period, Company can take the necessary action.

2.1.2. Salary Applicable:

All the terms and conditions regarding the salary structure would be applicable only on successful completion of training period including APC. Your attendance will be prorated (Mon-Sat working).

2.1.3. Termination:

Company can terminate this offer immediately without any notice, in case of poor performance or other factors like indiscipline, late/poor attendance, performance, breach of this offer, breach of any HR Policy.

In case you decide to leave the company in training period you will not be receiving any experience letter or relieving letter from the company and all the terms and conditions of the service agreement would be applicable.

2.2. Probation Period:

2.2.1. Confirmation:

Based on evaluation of your performance after training period, if performance is found satisfactory you will receive a letter from the company confirming your probation period.

The APC will be applicable from confirmation and commencement of probation period.

2.2.2. Period:

You will be in probation period for 6 months (Mon-Sat working). The working Saturdays are dependent on the experience as follows:

Experience in Years	Working Saturdays
Upto Completion of Probation	All Saturdays working
After Probation	Weekend Off

Based on your performance and attendance company can extend this probation period if required. During probation period you will receive your remuneration offered in the offer letter except for the components are to be availed only after confirmation.

2.2.3. Termination:

Company can terminate this offer immediately without any notice, in case of poor performance or other factors like indiscipline, late/poor attendance, performance, breach of this offer, breach of any HR Policy.

In case you decide to leave the company in training period you will not be receiving any experience letter or relieving letter from the company and all the terms and conditions of the service agreement would be applicable.

2.3. Post Probation Period:

2.3.1. Confirmation:

If your performance is found satisfactory during probation period, company will provide you a confirmation letter confirming your permanent employment with the company. During this period you will receive all benefits as per the offer letter.




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

2.4. Working Hours:

The Company's regular working hours would be from 09.30 AM to 07.00 PM on all the weekdays (inclusive of 1 hour for Lunch during 1:00 PM-2:00 PM). However based on the business requirements/exigencies from time to time you may need to work for extended working hours as well. You must make entry in company's bio-metric system, and also log your work both into the company's time-sheet software at the end of every working day. Entries in both the bio-metric system and time-sheet software would be considered for salary computations and only the productive hours will be considered.

2.5. Compensation Structure/ Salary components:

The compensation structure/salary components are subject to revision as per the ENZIGMA SOFTWARE PVT. LTD.'s compensation policy from time to time at its sole discretion.

2.6. Conflict of Interest:

During the period of your training, probation or employment, you are not permitted to undertake any other employment, freelance work, contract, business, part time/full time education, assume any public or private office, honorary or remunerative, without the prior written permission of ENZIGMA SOFTWARE PVT. LTD.

2.7. Non-Disclosure Agreement:

As part of the joining formalities, you are required to sign a Non-Disclosure Agreement, which aims to protect the intellectual property rights and business information of ENZIGMA SOFTWARE PVT. LTD. and its clients and customers.

2.8. Service Agreement:

As ENZIGMA SOFTWARE PVT. LTD. will be incurring significant expenditure on your training and other employment related costs; you will be required to execute an agreement, to serve ENZIGMA SOFTWARE PVT. LTD. for a minimum period of 2.5 years after joining, failing to which, you (and your surety) will be liable to pay ENZIGMA SOFTWARE PVT. LTD. Rs.2,50,000/- (Two Lakhs Fifty Thousand only) towards the training expenditure and other employment related costs.

2.9. Overseas Assignment Agreement:

If you are on an overseas assignment, you will be covered by ENZIGMA's Overseas Assignment policy from the date of deputation. Accordingly, you will be required to sign an Overseas Assignment (OA) Agreement which would cover a minimum service commitment of 1 year post the Overseas Assignment completion and applicable liability recovery in case of non-compliance.

2.10. Notice Period:

2.10.1. By Employee:

During term of your employment with Enzigma which includes Training period, probation period and post probation period, you can exit your employment by giving 90 calendar days written notice in advance or by paying 3 month's compensation to the company* in lieu of the notice. In case of your exit before completing the term of the Service Agreement, you will also be liable to pay Service Agreement amount to the Company.

2.10.2. By Company:

Company can terminate your employment without any notice and compensation during your training period and probation period. Company can terminate your employment post probation period, by giving 30 calendar days written notice or 1 month's compensation* in lieu of the notice with immediate effect.

2.10.3. Terms & Conditions:

In case of any breach of this offer or any HR Policies in effect in the company, company reserves right terminate your employment without any notice, without any compensation and without any supporting documents like experience letter, relieving letter etc. However, the decision on Relieving Date and Acceptance of Notice Surrender in either case is subject to Company's discretion.

2.10.4. Leaves during Notice Period:

You are not be entitled for any Leaves during the Notice period. For any leaves or work from home days taken during notice period, your notice period or relieving date will be extended by number of days of your leaves and work from home days.

*Compensation includes only Basic Salary + HRA + Conveyance + Medical Reimbursement




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2.11. Non-Solicitation of Employment:

You shall not solicit any Employment Opportunities with the Company's Customers or competitors, directly or indirectly during your entire term of employment with Enzigma including training period, probation period and post probation period. You shall not solicit any Employment Opportunities with the Company's Customers or competitors, directly or indirectly, for a period of twenty four months after your exit either during the training period, probation period or post probation period.

2.12. Background Verification (BGV) Check:

Your association with ENZIGMA SOFTWARE PVT. LTD. will be subject to a background check in line with ENZIGMA'S background verification policy. A specially appointed agency will conduct internal and external background checks, at the time of joining and/or at random times.

If anytime the background verification reveals unfavourable results, you will be liable to disciplinary action including termination without notice or pay.




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3. List of Documents (LOD) to be submitted:

You need to submit photocopies of following enlisted documents at the time of your joining. Please carry the original copies for verification.

- 3.1. Permanent Account Number (PAN) Card
- 3.2. Aadhar Card
- 3.3. Standard X and XII Mark sheets or equivalent
- 3.4. Degree certificate and Mark sheets for all semesters
- 3.5. Postgraduate degree certificate and mark sheets for all semesters (If applicable)
- 3.6. Birth Certificate / Proof of Age
- 3.7. Character certificate in English by your local Police station.
- 3.8. Passport (If available)
- 3.9. 2 Passport size photographs
- 3.10. In case of previous employment, a formal relieving letter from your previous employer, 3 salary slips

The original documents will be returned to you after verification.

4. Intellectual Property & Other rights

Any Intellectual Property, Knowledge, Idea or work products developed by you during your employment period including training period, probation period and post probation period with Enzigma Software Pvt. Ltd., be it in company premises or outside company premises, belongs to Enzigma Software Pvt. Ltd.

5. Rules and Regulations of the Company:

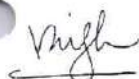
Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of ENZIGMA SOFTWARE PVT. LTD. as applicable to you and the changes therein from time to time.

Failure to fulfill one or more of the above terms and conditions would entitle ENZIGMA SOFTWARE PVT. LTD. to withdraw this offer letter at its sole discretion. In such case, ENZIGMA SOFTWARE PVT. LTD. would have the liberty to hold back your Experience Letter, Relieving Letter & Salary Dues as deemed appropriate.

We look forward to having you in our team.

.With Best Regards,

For Enzigma Software Pvt. Ltd.



Vaishnavi Shah
Director



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Akurdi, Pune-411 044

Date: January 24, 2022

Letter of Offer

Dear Ashish Chandan,

Further to your interview dated January 20, 2022, we are pleased to offer you the position of **Software Engineer** in our organization.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

On joining, you will be subject to the employee policies and practices of Cybage Software Private Limited. A summary of the present policies is included as Annexure-2 to this offer letter for your reference. Also refer Annexure-3 for the list of documents to be submitted at the time of your joining.

You will be entitled to a joining bonus of **Rs.75,000/-** on completing 3 months from your date of joining provided you are on the rolls of Cybage and are not under notice period as on the date of pay out of the said joining bonus.

You are required to join duties with effect from **January 27, 2022** at our **Pune** office for this offer to be valid.

You would be eligible for the appraisal in **April 2023**.

Kindly report at the following address, at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.
Cybage Towers, Kalyani Nagar,
Behind Gold Adlabs,
Pune, India.

Cybage may defer and/or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We look forward to your joining Cybage at the earliest and wish you a successful career with us.

Thanking you,

Sincerely,
For Cybage Software Pvt. Ltd.



Tina Rastogi
Vice President - Human Capital Management




DIRECTOR

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Akurdi, Pune-411 044

Cybage Software Pvt. Ltd.

(An ISO 27001 Company)

Survey No 13A/1+2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

www.cybage.com

ANNEXURE-1

SALARY BREAK-UP

Name: Ashish Chandan
Designation: Software Engineer
Date Of Joining: January 27, 2022
Department: Engineering
Primary Skill: Front-end technology
Location: Pune

No.	Components of Salary	Amount Rs. (per annum)
A	Monthly Salary components	
i	Basic	2,19,150
ii	HRA	1,75,320
iii	Children Education Allowance	87,660
iv	Bonus Ex-Gratia	87,660
v	LTA	1,31,490
vi	Conveyance Allowance	1,31,490
vii	Special Allowance	43,830
viii	EPF Employer's Contribution	23,400
	ANNUAL GROSS FIXED SALARY	9,00,000
B	Major benefits	
ix	Gratuity	10,541
x	Insurance-Mediclaim	6,600
xi	Insurance-Term Life	4,089
	TOTAL COMPENSATION (A+B)	9,21,230
C	Variable Pay	90,000
D	COST TO COMPANY (A+B+C)	10,11,230

*Details mentioned in the "Explanation of terms used" section in the next page.



K. Nimbh

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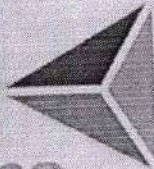
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Cybage Software Pvt. Ltd.

(An ISO 27001 Company)

Survey No 13A/182+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-2066041701

www.cybage.com



Date: 15/02/2021

Pratik Pramod Gaonkar

Mumbai, India

LETTER OF OFFER

Dear Pratik,

On behalf of Instinct Innovations Pvt. Ltd., I am pleased to offer you the position of a **Software Engineer Intern**. We hope you will enjoy your role and make a significant contribution to the success of our business.

Commencement Date

Your employment will commence on **15th February, 2021**.

The following documents are required to be produced at the time of joining. Please provide originals and self attested photostat copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):

- 10th & 12th mark lists
- Undergraduate / degree mark list and degree certificates
- Post graduation mark list and degree certificates (if any)
- Other qualifications - mark lists and certificates (if any)

5. Proof of identity i.e. PAN card, Adhar Card and address proof – e.g, driving license, Electoral card.

Location

You will be based at our office in Goregaon, Mumbai; but may be required to work at such other locations within Mumbai as reasonably determined by the needs of the business.



702, INDRAPRASTH TOWER, CARTER RD NO 5
BEHIND SWAGAT HALL, BORIVALI (E)
MUMBAI - 400066
CIN: U72300MH2015PTC270042

DIRECTOR

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

+91 8987615155, Pune-411 044

www.instinctinnovations.com

founders@instinctinnovations.com

you will immediately return to Instinct Innovations all of its property, equipment, and documents, including electronically stored information before your last working day. You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time.

Conflict of Interest

It is intended to avoid conflict between your interest as an employee, and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company. Further, if any conflict of interest does arise in the future, you will promptly report the same to the management. This is a full time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly in any other trade or business without prior consent from the company.

Congratulations and welcome to the team!

P. Gosai

Sincerely,

Priyanka Gosai

HR Head – Instinct Innovations Private Limited.



P. P. Gaonkar

Pratik Pramod Gaonkar

K. Nimbh

DIRECTOR

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Offer: Computer Consultancy
Ref: TCSL/DT20218938999/Hyderabad
Date: 30/12/2021

Mr. Rohit Kumar
Plot No. 40c, Sairaj Colony Bijlinagar Chinchwad,
Near Indusind Atm,
Pune-411033,
Maharashtra.
Tel# -8789341837

Dear Rohit Kumar,

Sub: Letter of Offer

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

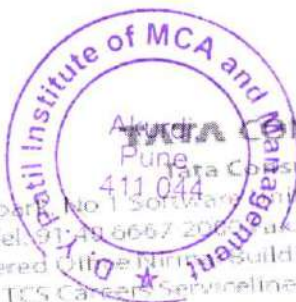
This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,53,578/- per annum, as per the terms and conditions set out herein.

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1, Software Parks Layout, Madhapur, Hyderabad
Tel: 91-40-6667 2000 Fax: 91-40-6667 2222 Website: www.tcs.com
Registered Office: Ninth Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 3113 Email: careers@tcs.com

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

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TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com


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Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Program.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if

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you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to

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assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

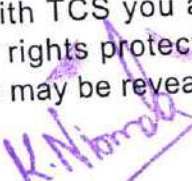
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed

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to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

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TCS Careers: 1800 209 31 11 Email: careers@tcs.com

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Akurdi, Pune-411 044



20. Submission of Documents

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

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

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

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

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

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21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion

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initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



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GROSS SALARY SHEET

Annexure 1

Name	Rohit Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
	200	2,400
3) City Allowance		
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names, copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



K. Nimbh

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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OFFER LETTER

25th January, 2021

To,
Ruchit Paulbudhe,

Dear Ruchit,

We are very pleased to offer you the Internship with our company.
Please find following confirmation of the specifics of your internship:

Position Title: Web Developer - Intern

Start Date: February 1st 2021(3 to 6 Months)

Stipend: Your stipend for the internship will be INR 8K Fixed & INR 2K attendance bonus.

Chain of command: Supervisor/Reporting Lead

During your internship, you will have an access to company's confidential information. You agree that you will keep all this information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits.

Terms:

1. Internship Stipend is INR 8K fixed and INR 2K as an attendance bonus, So in total individual will be eligible to receive up to INR10K/Month
2. During Internship (3-6 Months) Program, attendance bonus to be paid quarterly i.e., 6K after 3 month's completion.
3. TDS 7.5% will be deducted which will be applied on their PAN details and they could get the refund for the same post April financial year 2021

INTERN'S DECLARATION

I accept the above terms and conditions

Name: Ruchit Paulbudhe

Sign: 

Company Address : 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune,
Maharashtra 411044



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DIRECTOR

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Mr. Saurabh Lanke
Address : Near Suruchi Hotel,
Pimpalbhata, Alibag
Raigad
Maharashtra - 402201

Date: 23rd Sep 2020.

INTERNSHIP OFFER LETTER

Dear Saurabh,

Congratulations!!

We are pleased to offer you an Internship with **Autoflow Technologies Private Limited** based on the interviews, discussions you had with us. Details of the terms and conditions of Internship are as follows:

1. You will be designated as **Intern** and will be based at our Pune location.
2. Your date of commencement of Internship will be on **1st Oct 2020**.
3. You will receive a Monthly stipend of **Rs. 8000**.
4. The period of Internship will be six months from the date of your joining. We shall offer you a full time employment in writing after successful completion of Internship.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your completion of Internship after considering your performance.
6. You are required to submit the below listed documents on your date of joining
 1. Pan Card, Adhar Card, Passport
 2. Original Academic Certificates (all from 10th to Highest)
 3. Previous company's relieving letter and salary slip for last 6 months (If Applicable).
 4. Bank Statement (six months)
 5. Three passport size photographs (Recent)
7. You are requested to send us a signed copy as confirmation of the same, immediately.






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Applications and Management
Akurdi, Pune-411 044
Version: 2.0

8. You are required to join us latest by **1st Oct 2020**, beyond which this Internship offer stands cancelled unless otherwise either party communicates the said delay beforehand.
9. You are prohibited from using this Internship offer letter as a leverage point to grab a job opportunity elsewhere and any such act will be dealt/met with criminal and civil action. This letter and the contents contained herein are the proprietary information of AutoFlow Technologies and the Founder and shall be strictly kept confidential. The same shall not be disclosed or divulged, whether knowingly or inadvertently, without prior written consent of the Management.

We look forward to welcoming you as a member of Team AutoFlowTech.

For **AUTOFLOW TECHNOLOGIES PVT LTD**



Pradnya Langhe

Director

I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Candidate Signature _____

Candidate Name _____

Date _____



DIRECTOR

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



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TCS Confidential
Ref: TCS/2020-21/CC-YG/1683380

June 13, 2020

Mr. Shreyash Chandak
Pune

Dear Shreyash Chandak,

Congratulations on completing your Anniversary in TCS on **April 01, 2020**! Thank you for your contribution towards another year of growth. Your continued commitment and effort will help TCS sustain its leadership position.

I am pleased to share with you your Annual Compensation of **Rs. 2,47,529/-** for the year 2020-21.

The details of your compensation and related benefits are enclosed in the Annexure to this letter. Kindly note that the above details are specific to India and may be subject to change in case of long term deputation on international assignments, if any.

I look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

Milind Lakkad
Chief Human Resources Officer

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Akurdi, Pune-411 044

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com
Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021



: 1 :

ANNEXURE I

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be Rs. 10,300/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis. Bouquet of Benefits comprises the following salary components.

House Rent Allowance

To avail tax benefit on this amount, you have to access the TRLP link in Ultimatix and submit rent receipts at least once a quarter to the Finance department of your base branch.

Leave Travel Allowance

If you wish to avail tax benefits, you need to apply for a minimum of three days of earned leave, apply in Ultimatix and submit supporting travel documents.

Food Card

You will be eligible for Food Card. It can be set up to a maximum of Rs. 3,000/- per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of Rs. 1,600/-.

Performance pay shall be treated in lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

CITY ALLOWANCE

You will be eligible for a City Allowance of Rs. 600/- per month. This allowance is fully taxable, is specific to India and linked to your base location. It is subject to review and will be discontinued while on international assignments.

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Registered Office: Nirmai Building, 9th Floor, Nariman Point, Mumbai 400 021

K. Nimra
DIRECTOR

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



: 2 :

OTHER BENEFITS

Health Insurance Scheme

You are covered by the Group Health Insurance Scheme. This is in addition to the benefits that you are entitled to receive from the Employees' State Insurance Corporation (ESIC). Under the HIS scheme, you and your dependents will be entitled for Rs. 5,00,000/- as family floater coverage towards hospitalization expenses.

RETIRALS

Provident Fund

TCS will contribute 12% of your basic salary every month as contribution to the Provident Fund.

Gratuity

You will be eligible for gratuity in accordance with the rules applicable.

Group Life Insurance

You are covered under Group Life Insurance (GLI), the premium for which is borne by TCS. The sum assured is six times the annual compensation (CTC) with a minimum payout of INR 23 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.




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: 3 :

ANNEXURE II

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	1,23,600
BOUQUET OF BENEFITS	65,740
CITY ALLOWANCE#	7,200
RETIRALS	
Provident Fund	14,832
Gratuity	5,945
PERFORMANCE PAY**	
Monthly Performance Pay	19,200
TOTAL SALARY	2,36,517
INSURANCE	
Health Insurance®	4,000
Employees' State Insurance®®	7,012
CTC	2,47,529
Life Insurance\$	1,352

Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

-- In lieu of statutory profit bonus, based on the performance of the company, unit, employee and allocation.

® Premium for Health Insurance Scheme for self and dependants borne by TCS.

®® Contribution towards Employees' State Insurance borne by TCS.

\$ Premium for Group Life Insurance (GLI) borne by TCS. The sum assured is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.



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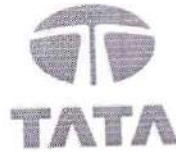
Ref: TCS/2020-21/CC-YG/1683380

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Table 2: TCS Defined Structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	49,440
Leave Travel Allowance	10,300
Food Card	6,000
BOUQUET OF BENEFITS	65,740

To design your Bouquet of Benefits access the Link to BoB in the Global Employee Self Service Link on Ultimatix.




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ANNEXURE III

• Benefits:

1. Leave

You may avail time-off for a fixed number of days in a year as defined by TCS policy and statutory requirements. TCS leave policies provision leaves for sickness, taking a vacation, attending personal work, maternity, adoption etc. in order to maintain work life balance. For more details on defined policies on each leave type, please refer to the policy document available on:

Ultimatix -> Global HR -> MyHR on KNOWMAX -> India -> Local Associates -> My Benefits-> Leave

2. GEMS

TCS has an online employee rewards and recognition platform called TCS GEMS, where you can nominate or be nominated for various categories of rewards and appreciation notes. GEMS points awarded can be redeemed globally for merchandise from partner vendors.

Ultimatix -> HR & Talent Management -> TCS Gems

3. Holiday Homes

Recognizing your need to maintain work-life balance, TCS has Holiday Homes at various locations in India for use by you and your family. These are subject to availability. A nominal price is applicable. For more details, please refer to the policy document available on:

Ultimatix -> Global HR -> MyHR on KNOWMAX -> India -> Local Associates -> My WorkPlace -> Work Life Balance -> TCS India Policy -> Holiday Homes

4. Learning material and latest publications through Safari/ libraries

Recognizing your need for continuous learning, TCS provides you with library facilities in all the offices. In addition, a free online platform - Safari Books Online - offers latest professional publications that can be viewed through a mobile application.

Ultimatix -> Learning & Collaboration -> Safari Books Online



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5. Softmart & eMart

You have access to two Ultimatix applications, SoftMart and eMart. SoftMart allows you to post classifieds or view classified postings by other TCS employees that can cover a wide range of products and services. eMart is an online store where you can shop for a wide range of TCS merchandise and products at attractive prices.

Ultimatix -> Utilities & Infrastructure -> TCS Mart -> Softmart

Ultimatix -> Time Out -> eMart

6. Corporate negotiated deals and discounts

As part of TATA Group, you can avail of corporate discounts offered by TATA group companies. You can also avail of TCS negotiated rates through various corporate schemes. For example, you can have prescription medication delivered at your door step through the Pharmacy Benefits scheme. You can also avail of periodic health check-ups (company sponsored for eligible employees, paid packages for non-eligible employees). For more details, please refer to the Policy document and FAQs available on:

Pharmacy Benefits : *Ultimatix -> Global HR -> MyHR on KNOWMAX -> India -> Local Associates -> My Benefits -> Employee Wellbeing -> Pharmacy Benefits -> TCS India FAQs -> Pharmacy Benefits*

Periodic Health Screening : *Ultimatix -> Global HR -> My HR on KNOWMAX -> India -> Local Associates -> My Benefits -> Employee Wellbeing -> Periodic Health Screening -> TCS India Policy/FAQs -> Periodic Health Screening*

7. Employee Assistance Program

The Employee Assistance Program offers you a safe and secure environment where professional counselors help you cope more effectively with everyday life, overcome challenges you may face and find a balance between work and personal life. Use the following link to access the portal:

<http://www.1to1help.net>




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• **Eligibility based benefits:**

1. Tata Welfare Trust

The benefits under the Tata Welfare Trust are applicable to all confirmed employees of TCS India who have completed one year of continuous service. Membership to the Trust is available at a nominal annual fee. Financial assistance towards Medical, Higher Education of Dependent Children and Benefits to the next of kin (in case of demise of an employee while in service) can be availed from Tata Welfare Trust. All benefits availed from the Trust will be based on the absolute discretion of the Trustees. For more details, please refer to the policy document available on:

Ultimatix -> Global HR -> MyHR on KNOWMAX -> India -> Local Associates -> My Benefits -> Employee Wellbeing -> Tata Welfare Trust -> TCS India Policy -> Tata Welfare Trust

2. Education Assistance

Full time employees who complete at least 2 years of continuous service in TCS and wish to pursue higher education programs may avail of financial and infrastructural support as well as paid and unpaid leaves under the TCS Educational Assistance Policy. For more details, please refer the policy document available on:

Ultimatix-> Global HR -> MyHR on KNOWMAX -> India -> Local Associates -> My Benefits -> Professional Development -> Education Assistance -> TCS India Policy -Education Assistance

3. Salary Advance

TCS provides financial assistance in the form of Salary Advance which you may avail for meeting unexpected expenses due to personal emergencies. For more details, please refer to the policy document available on:

Ultimatix -> Global HR -> MyHR on KNOWMAX -> India -> Local Associates -> My Benefits -> Loans and Advances

4. Long Service Awards

TCS employees are recognized through Long Service Commitment Awards on completion of predefined milestones during their tenure.



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5. Other Benefits

TCS provides reimbursement towards the following for enhancement of professional skills:

- Professional Memberships
- Reimbursement of Certification fees
- Participation and Presentation at Seminars and Conferences

For more details, please refer to the policy document available on:

Ultimatix -> Global HR -> MyHR on KNOWMAX -> Global -> Professional Development -> TCS Global Policy -> Professional Membership / Reimbursement of Certification Fees / Participation and Presentation at Seminars and Conferences

• Employees Obligations:

1. Nomination

You are required to make nominations towards PF, Gratuity and Retirals. Nominations help secure family in the event of any unfortunate incident. TCS will also be able to settle the legal dues without any inconvenience to your family members. Nomination takes minimal effort and time. To nominate family members or to modify the nominations, log on to

Ultimatix -> Employee Services -> Employee Self Service -> Global ESS -> Benefits -> Nomination Forms

2. My Profile

It is advisable to ensure that your personal details are correctly updated in company record.

To view & update your Name, Qualifications, Previous experience (if any), PAN Card, Aadhaar card, log on to

Ultimatix -> HR Talent Management -> HR Management -> Employee Self Service -> My Profile

To view & update your Email selection, Passport details, Visa details (if any), log on to

Ultimatix -> Employee Services -> Employee Self Service -> Global ESS -> My Profile



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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

OFFER LETTER

1st February, 2021

To,
Shivani Mendhapurkar,

Dear Shivani,

We are very pleased to offer you the Internship with our company.
Please find following confirmation of the specifics of your internship:

Position Title: Web Developer - Intern

Start Date: February 1st 2021 (3 to 6 Months)

Stipend: Your stipend for the internship will be INR 8K

Chain of command: Supervisor/Reporting Lead

During your internship, you will have an access to company's confidential information. You agree that you will keep all this information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits.

Terms:

1. TDS 7.5% will be deducted which will be applied on their PAN details and they could get the refund for the same post April financial year 2021

INTERN'S DECLARATION

I accept the above terms and conditions

Name: Shivani Mendhapurkar

Sign:

Company Address : 57/1, Sumit Kulkarni Marg, Shivsadan, Sector No. 31, Chinchwad, pune,
Maharashtra 411044


DIRECTOR

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



Date: 19.11.2020

Shubham Patil

Bangalore

Dear Shubham,

We are pleased to offer you a position as "Associate Research & Analytics" with AXA Business Services Pvt. Ltd (the "Company"). You will be required to report for work on or before **03rd December 2020** up to which date this offer is valid. Your total employment Cost to Company will be **Rs. 350,000/-** per annum, effective from your date of joining the Company.

Based on performance, you will be eligible for annual incentives as per the Company norms. You are required to submit a copy of the relieving letter from your previous Organization (if any) mentioning the cause of separation on your date of joining. Your employment with the company and continuance thereof is subject to your successful reference check & medical fitness which will be conducted at a future date, considering the current lockdown situation due to COVID-19 crisis. This will be informed separately and you will be expected to complete the same within specified timelines communicated to you. In case you fail to meet any of the above, this offer will be deemed as cancelled.

You will be governed by all the rules and regulations of the company in force and as applicable from time to time.

"You will be entitled to an annual increment in **April 2022**".

As per company policies in case your work entitles you to travel on-site you are required to sign an undertaking for one year.

Please signify your assent by signing the copy of this offer letter.

Wishing you a great career and growth options with AXA Business Services.
Yours sincerely,

For AXA Business Services Pvt. Ltd.


Amod Sanni Gopinath
Lead - Talent Acquisition





DIRECTOR

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Applications and Management
Akurdi, Pune-411 044

AXA Business Services Pvt. Ltd.

CIN : U67200KA1995PTC018761

- ☐ Regd. Office: 1st & 2nd Floor, MFAR, Manyata Tech Park, Phase-IV, Rachenahalli Village, Nagawara, Bangalore-560045, India
 - ☐ Ecopolis, Second Floor, Block No-E3, Hinduja Realty Ventures Ltd. Co-Developer of Gulf Oil Corporation SEZ, Survey No. 155, 159, 164 (Part) 165 (Part) 166, 167 Kattigenahalli Village, Yalahanka Hobali Bangalore-560063
 - ☐ Marvel Edge, Block C & D, 1st to 4th Floor, Survey No 207/1A+33A, Lohegaon, Viman Nagar, Pune 411 014, India Tel: (020) 66076000/9000 Fax: (020) 6605 2830/1
 - ☐ Suzlon: Aqua Lounge, 2nd floor left & Right Wing, One Earth Sade Sata Naili, Hadapsar, Pune # 411028, India
- Website : www.axa-bs.com

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4766238 /873700,

07/27/2021,

Soumitra Chandrashekhar Joshi
347 Opp Mahalaxmi Bank,
KOLHAPUR, Maharashtra,
India

Confidential

Dear Soumitra Chandrashekhar Joshi,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 08/03/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Mumbai

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:



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Annexure - A

Soumitra Chandrashekhar Joshi

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements - 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements - 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00



11/11/2024
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Total Cost to Company		Rs. 300,002.00
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Annexure - B

Soumitra Chandrashekhar Joshi

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs.1,08,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.3,41,940.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	Rs.31,017.00	Rs.3,72,204.00
Total Cash Compensation	Rs.31,017.00	Rs.3,72,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00



K. N. Nimbh
DIRECTOR

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Total Cost to Company		Rs.380,006.00
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You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1

Annualized

Remote Working Allowance

19800.00

Books and Journals

24000.00

Professional Pursuit

180000.00

Conveyance Allowance

63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2

Annualized

Leave Travel Assistance

60,000.00

Meal Card

26,400.00

Vehicle & Driver Reimbursement

21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.



11/11/2024

DIRECTOR

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

Office Address: 1st floor, S. M. Tower, Above Jijamata bank, near karvenagar Bus Stop,
Karvenagar, Pune-411052.

Mobile No: 9325187037 Email: hr@webhub.co.in

Website: www.webhub.co.in

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REF: Spon-WB068-2020

OFFER LETTER

DEAR MR. SUMIT SURESH GOLE,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Java Developer-L1 Level with WEBHUB TECHNOLOGY, Pune.

We take this opportunity to welcome you to WEBHUB TECHNOLOGY Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of Joining:

1st February 2021

Level:

Java Developer-L1 Level

Project Name:

MNC-Project Management System

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

As abided by intellectual property and confidentiality policy WEBHUB TECHNOLOGY, Pune.

We wish him every success in life.



AUTHORIZED SIGNATORY

WEBHUB TECHNOLOGY PVT. LTD.



www.webhub.co.in


DIRECTOR

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



ALOHA TECHNOLOGY PRIVATE LTD.

Kumar Crystal
Floors 2nd & 3rd, New D. P. Road,
Aundh, Pune - 411007. INDIA
CIN : U72200PN2004PTC018923

Tel. : 020 - 25898581
E-mail :
info@alohatechnology.com

Date: 10/12/2020

Mr. Vishal Abhiman Surgade,
C/O Pushplata Chaudhari
Plot no 25, Gat no 52/2 Shiv Colony
Jalgaon 425001

Dear Mr. Vishal Abhiman Surgade,

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: **10/12/2020**
- c) Cost to Company: **2,18,460 (Rs.) Per Annum (Two Lakh Eighteen Thousand Four Hundred Sixty 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.

Accepted



DIRECTOR

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



ALOHA TECHNOLOGY PRIVATE LTD.

Kumar Crystal
Floors 2nd & 3rd, New D. P. Road,
Aundh, Pune - 411007. INDIA
CIN : U72200PN2004PTC018923

Tel. : 020 - 25898581
E-mail :
info@alohatechnology.com

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)

Accepted



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



ALOHA TECHNOLOGY PRIVATE LTD.

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Floors 2nd & 3rd, New D. P. Road,
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CIN : U72200PN2004PTC018923

Tel. : 020 - 25898581
E-mail :
info@alohatechnology.com

ANNEXURE

Name

Vishal Abhiman Surgade

Description	Gross Monthly	Per Annum
Gross Basic	15,200	182,400
Gross HRA	760	9,120
Gross Conveyance	0	0
SA	232	2,784
Gross Salary	16,192	194,304
PF Employer Contribution as per EPF Act	0	0
ESI Employer Contribution as per ESI Act	527	6,324
Bonus as per Payment of Bonus Act	755	9,060
Gratuity as per Payment of Gratuity Act	731	8,772
Total CTC	18,205	218,460

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

Accepted

V. Surgade



K. Nimbh

DIRECTOR

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

1st Floor, Near Pranit Computer,
Karvenagar, Pune-411052.
www.webmindstechnosys.com



Web Minds Technology

Offer Letter

Web Minds Technology Pune
1st Floor, Near Pranit Computer,
Karvenagar, Pune-411052.
www.webmindstechnosys.com

Ref: CustDev- SDD838-2021 Miss.

Shubhangi Kadam,

Dear Shubhangi,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Python Developer-L1** with Web Minds Technology Pune. We take this opportunity to welcome you to Web Minds Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **02nd Jan 2021**.

Level:

You will be hired at **Trainee Software Developer-L1** Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.



Yours sincerely,
For Web Minds Technology

Human Resource Manager

K. N. Mohale
DIRECTOR

www.webmindstechnosys.com

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

HRD/InfosysBPM/1001906988

27-May-2021

Ms. Ashvini Warghade

363/2093 Madhumala nivas pimpri pune 18

STRICTLY PRIVATE & CONFIDENTIAL

Dear Ashvini Warghade,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a)	Role	:	Process Executive
b)	Role designation	:	Junior Accountant
c)	Job Level	:	2B
d)	Date of Joining	:	28-May-2021
e)	Location of Posting	:	Pune
f)	Gross Salary per month	:	Rs. 16944/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs. 1000 with your 2nd month's salary


DIRECTOR

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Akurdi, Pune-411 044



3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 th standard marks card*	Mandatory
2	12 th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 numbers (mandatory)
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate (if applicable)	Mandatory
8	NSR registration number or IIPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license /Passport/PAN Card/Voter's ID	Mandatory
12	Aadhar Card***	Mandatory

* Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

** The Company reserves the right to initiate background verification (BGV) for all employees.

*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.


DIRECTOR

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



Sign your name

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 4 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8th month subject to fulfillment of all criteria related to confirmation.



During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you **30 calendar day's prior notice or basic and dearness allowance and basket of allowances** in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs as stipulated by the organization. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate the service for your failure to pass the Company's requisite assessments and certifications as applicable.



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

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

14. Other Terms & Conditions

- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of the Company.
- All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur
Head Human Resource Development – BPM
Infosys BPM Ltd.
Building 48, 4th Floor, Section I,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come. Yours
sincerely,

Dependra Mathur

Dependra Mathur
Head Human Resource Development – BPM

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name _____ Location _____

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.



R. N. Nandani
DIRECTOR
D. Y. Patil Institute of Master of Computer
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APPENDIX I

COMPENSATION DETAILS	
Name	Ashvini Warghade
Role Designation	Junior Accountant
Job Level	2B
Date of Joining	28-May-2021
Location of Posting	Pune
Fixed Components	Amount in INR per month
Basic	10848
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	597
Sub Total 1	12545
Statutory Components	
Company Contribution to Provident Fund	1434
Gratuity	575
Bonus	2390
Sub Total 2	4399
Gross Salary per month - Sub Total 1+2	16944
Total Annual CTC	203328

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter.

Voice Allowance (paid monthly on individual performance and allocation to a voice process)	Rs 2500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

Offered by:	Candidate:	As of date provided to:	As of date updated to:
Date: 27-May-2021	Date: 20	Date: 20	Date: 20
Sign your name	Sign your name	Sign your name	Sign your name
Anamika Singh	Ashvini Warghade		
Print your name	Print your name	Print your name	Print your name
9016703 HRO			
Emp No. Dept. Name		Emp No. Dept. Name	Emp No. Dept. Name



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 Akurdi, Pune-411 044

Sign your name

APPENDIX 2

Deductions*

Deduction	Description	Month of Deduction	Approximate Amount
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13 th /14 th month from joining	Up to Rs. 133/day*
Transport** (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 250** - Rs. 1085**

*The amounts mentioned above are indicative and may vary based on location of posting.

**The above amounts are subject to change.

*The first deduction mentioned above will be made in the 13th /14th month from joining. In case you leave the company before that, this amount will be deducted from your Full & Final Settlement.



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

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	Shift
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
Shift 3 - From 5:30 PM to 2:29 AM			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
Shift 4 - From 2:30 AM to 5:30 AM			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
Shift 1 - After 12:30 PM to 2:30 PM			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM to 2:29 PM			1
Shift 0 - After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0



Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th/31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month.

K. Nimble
DIRECTOR

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



APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

- (1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.
- (2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with InfosysBPM for any reason, I will not:
 - a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;
 - b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited



Place:

Date:

DIRECTOR

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

Employee Signature:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

DILIGENT JOBS PVT LTD

Date: 26/06/2021

Associate No. TT0026

Offer Letter

Dear Akash Bhosale,

We are pleased to appoint you in our organization as a Promoter on project of "TATA TELE SERVICES (M) LTD), subject to the following terms and conditions:

1. Your contract will commence on **7th July 2021**. You will render services to our client at their premises subject to the terms and conditions of the engagement letter executed by you on **7th July 2021** and accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to client and such performance shall not be consistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the client
 - iv. Not receive any payments of any nature directly or indirectly from the client unless agreed to by Diligent.
 - v. Neither directly nor indirectly accept offer for employment with client or its affiliates during the period of the work assignment without prior permission of Diligent.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment Letter so as to effectively undertake the work.
 - vii. Report and be present at the designated Location during the working hours mentioned herein and abide by the rules and regulations as required by the client.
 - viii. Comply with the safety, health and other rules regulations of Diligent Jobs and the Diligent Jobs' Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by Diligent Jobs for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with Diligent Jobs will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with Diligent Jobs nor do you become an employee of Diligent Jobs. Upon expiry of termination of the Work Assignment, your employment with Diligent Jobs shall stand terminated forthwith.




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

DILIGENT JOBS PVT LTD

4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 Days' Notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and Diligent Jobs shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold Diligent or the Client Harmless from any and all Claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and Diligent Jobs shall be referred to a sole arbitrator appointed by Diligent Jobs. The arbitration shall be conducted in English Language, in accordance with the Arbitration and Conciliation Act 1996, at Pune, Maharashtra, India. This Engagement Letter Shall be Governed by the Laws of India.
8. Details of your Salary Breakup will be as per the Annexure Attached herein. You hereby authorize Diligent Jobs to make all salary payments required to be made to you by Diligent Jobs including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your basic salary and applicable ESI Contribution. You will also be covered under Medical and Accident Insurance under ESIC/WC norms and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC and PF Nomination Forms together with any other Documents as required under the applicable labour Legislations. Diligent Jobs shall not incur any liability with regards to any Claims under the said applicable labour Legislations.
11. In addition to the terms contained herein, your relationship with Diligent Jobs may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Diligent Jobs and you hereby agree to have read and clearly understood the terms of employment provided in the service Rules, which is attached herein.
12. We at Diligent Jobs would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the office copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send the signed acknowledgement to our Pune Address mentions below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at Diligent Jobs with the acceptance of your first salary from Diligent Jobs will be conclusive proof your acceptance in accordance of terms and conditions.




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

DILIGENT JOBS PVT LTD

Diligent Jobs neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, officer, representative of Diligent Jobs kindly bring the same to the immediate notice of your superiors of report the same Diligent jobs through email which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

Accepted and Agreed

For Diligent Jobs Pvt. Ltd.



DIRECTOR

Director


DIRECTOR

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



DILIGENT JOBS PVT LTD

Salary Annexure

Components	Amount
Basic	12500
DA	1000
HRA	675
Bonus	1125
Traveling Allowance	1500
Other Allowances	633
Gross (A)	17433
ESI Employer Contribution	567
CTC (C)	18000
ESI Employee	131
PT	200
Employee Deduction (D)	331
Net Salary(A-D)	17102

Note:

1. 300/- PT will be deducted in February Month as per Professional Tax Act
2. 48/- will be deducted in June and December for MLWF (96/-Annually)
3. Incentive also will be given base on performance


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Anjali Sanjay Bhangre
Pan No: CUAPB1745L
204, Kalpana Arch Apartment
Adarsh Colony
Akola - 444004 (Maharashtra)

31st Dec. 2021

Terms of Appointment

Dear Anjali,

Welcome to SaVIN Technologies and wish you have an enriching tenure with us.

We are pleased to appoint you as **Trainee – Talent Acquisition** with **SaVIN Technologies**, on following terms and conditions:

Appointments and Reporting:

Your appointment shall be effective from your date of joining that is **10th Nov, 2021**.

Place of Assignment:

You will be liable to be transferred / deputed from one place to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Firm's affiliates, group associates, and/or entities in which the Firm may be having any interest whether existing or which may be set up in future.

Emoluments and Taxes:

Your Agreed & Accepted Target Annual Consultation Charges/Compensation, inclusive of all benefits shall be Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only) as per below breakup:-

1. Basic Consultancy Charges	Rs. 75,000/-
2. Special Allowances	Rs. 75,000/-
3. Target Variable Compensation	Rs. 30,000/-

You shall be responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the Consultation Charges paid to you pursuant to your assignment hereunder. The Firm is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

Confidentiality:

Except on legal compulsion, but with prior permission of the Management whether during the period of engagement with the company or afterwards, you shall not disclose or divulge any information that is available to you, in the course of your assignment or otherwise, any matters of the Firm and its clients, relating to organizational, commercial, legal, administration, technical, business processes / activities including customers, financial, etc., to anyone.

Firm Assets:

Upon separation from the Firm, you will be required to immediately return to the Firm, all assets and property assigned to you including any Identity and access cards issued by the company or its client, leased assets, documents, files, books, papers, training materials and memos, whether in hard or soft copy, in your possession or custody.



132, National Society, Aurdh, Pune 411007, India
Phone: +91 93255 03187 | email: susheel@savin.tech


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Akurdi, Pune-411 044

Outside Assignment/Personal Business:

You will not be permitted to undertake any other assignment/engagement in any external activities of a commercial nature, without prior written approval. You will not engage yourself in any work, similar in nature to that of the duties entrusted to you or to take up any work outside your assignment, for remuneration or otherwise or on honorarium basis or any work in any advisory capacity or be interested directly or indirectly, in any other trade or business, without the written permission from the management.

Termination of Appointment:

a. Your appointment may be terminated by either party, by giving notice of one month in writing, unless mutually agreed with the written confirmation. Management reserves the right to accept or reject the notice period / relieving from the Firm. The aim of this clause is to minimize disruption of business. SaVin Technologies reserves the right to terminate your assignment on grounds of unsatisfactory performance and misconduct.

b. Your appointment shall stand terminated forthwith on the happening of the following:

- (i) If you are held guilty of any offence involving moral turpitude or
- (ii) If you do not join within the stipulated date, unless extended in writing.

Conditions of Assignment:

This letter of appointment contains broad terms and conditions of service which are subject to modifications from time to time. In addition to the terms contained herein, you will, at all times, during the period of assignment, with the Firm, be bound by its rules, regulations, policies and practices as in force and as amended from time to time.

Background Check:

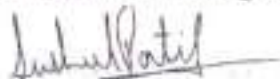
You hereby acknowledge that your appointment in the Firm is subject to a regulatory back ground check, to be conducted by the Company. In the event of a regulatory background check, being found negative, as determined by the Company, at its sole discretion, your services shall stand terminated after following due course of procedure and the Management reserves the right to recover all such costs that are incurred by it.

Change of Personal Data:

You are hereby requested to notify the HR Department within a maximum of (7) seven working days, of changes if any in the personal data such as address, telephone number, marital status, additional/higher educational qualifications, technical certifications, etc.

Yours truly,

For SaVIN Technologies,



Authorized Signatory

CONFIRMATION & ACCEPTANCE:-

I hereby sign in confirmation and acceptances of having read and understood the above said terms and conditions of my appointment.

Employee's Signature

Date:



132, National Society, Aundh, Pune 411007, India
Phone: +91 93255 03187 | email: susheel@saVIN.tech



DIRECTOR
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Applications and Management
Akurdi, Pune-411 044

DILIGENT JOBS PVT LTD

Date: 26/06/2021

Associate No. TT0025

Offer Letter

Dear Chaitanya Satish Bawane,

We are pleased to appoint you in our organization as a Promoter on project of "TATA TELE SERVICES (M) LTD), subject to the following terms and conditions:

1. Your contract will commence on **5th July 2021**. You will render services to our client at their premises subject to the terms and conditions of the engagement letter executed by you on **5th July 2021** and accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to client and such performance shall not be consistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the client
 - iv. Not receive any payments of any nature directly or indirectly from the client unless agreed to by Diligent.
 - v. Neither directly nor indirectly accept offer for employment with client or its affiliates during the period of the work assignment without prior permission of Diligent.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment Letter so as to effectively undertake the work.
 - vii. Report and be present at the designated Location during the working hours mentioned herein and abide by the rules and regulations as required by the client.
 - viii. Comply with the safety, health and other rules regulations of Diligent Jobs and the Diligent Jobs' Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by Diligent Jobs for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with Diligent Jobs will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with Diligent Jobs nor do you become an employee of Diligent Jobs. Upon expiry of termination of the Work Assignment, your employment with Diligent Jobs shall stand terminated forthwith.




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4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 Days' Notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and Diligent Jobs shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold Diligent or the Client Harmless from any and all Claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and Diligent Jobs shall be referred to a sole arbitrator appointed by Diligent Jobs. The arbitration shall be conducted in English Language, in accordance with the Arbitration and Conciliation Act 1996, at Pune, Maharashtra, India. This Engagement Letter Shall be Governed by the Laws of India.
8. Details of your Salary Breakup will be as per the Annexure Attached herein. You hereby authorize Diligent Jobs to make all salary payments required to be made to you by Diligent Jobs including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your basic salary and applicable ESI Contribution. You will also be covered under Medical and Accident Insurance under ESIC/WC norms and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC and PF Nomination Forms together with any other Documents as required under the applicable labour Legislations. Diligent Jobs shall not incur any liability with regards to any Claims under the said applicable labour Legislations.
11. In addition to the terms contained herein, your relationship with Diligent Jobs may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Diligent Jobs and you hereby agree to have read and clearly understood the terms of employment provided in the service Rules, which is attached herein.
12. We at Diligent Jobs would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the office copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send the signed acknowledgement to our Pune Address mentions below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at Diligent Jobs with the acceptance of your first salary from Diligent Jobs will be conclusive proof your acceptance in accordance of terms and conditions.




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Diligent Jobs neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, officer, representative of Diligent Jobs kindly bring the same to the immediate notice of your superiors of report the same Diligent jobs through email which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

Accepted and Agreed

For Diligent Jobs Pvt. Ltd.



DIRECTOR

Director



DIRECTOR

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Applications and Management
Akurdi, Pune-411 044



DILIGENT JOBS PVT LTD

Salary Annexure

Components	Amount
Basic	12500
DA	1000
HRA	675
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Traveling Allowance	1500
Other Allowances	633
Gross (A)	17433
ESI Employer Contribution	567
CTC (C)	18000
ESI Employee	131
PT	200
Employee Deduction (D)	331
Net Salary(A-D)	17102

Note:

1. 300/- PT will be deducted in February Month as per Professional Tax Act
2. 48/- will be deducted in June and December for MLWF (96/-Annually)
3. Incentive also will be given base on performance




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Private & confidential
Addressee Only

Appraisal Letter

Date: 28th April'24

Dear Dhanraj Hiwarale,

We are pleased to inform you that considering your outstanding performance and contribution to the organization your remuneration has been revised to Rs. 493713 /-Per Annum effective April 01, 2024.

Your compensation has been revised on the basis of your performance, potential and current responsibilities, and is available in ESS/HRMS.

To achieve newer heights, each of us needs to raise the bar of performance and gear up for new challenges. We look forward to your renewed commitment and vigor in realizing the vision of our organization.

Wishing you all the best for the year ahead!

Regards,

Shruuti Pujari



Head Human Resource


DIRECTOR

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Akurdi, Pune-411 044

Note:

1. Gratuity is added in your CTC and will be applicable as per Gratuity Act 1972 or as per recent laws applicable.
2. Provident fund and Gratuity will be applicable as per statutory compliance and will be paid as per the eligibility basis act.
3. Income tax will be applicable as per IT rules & regulations.
4. Geo allowance has been revoked and the same amount adjusted in other components.
5. ExGratia: Paid out during Oct/Nov salary.
6. Loyalty Bonus: This will be paid as per eligibility mentioned in Loyalty Bonus Policy.
7. Medical Insurance: You are eligible for 3 Lac of health insurance.
8. Kindly note that remuneration is a contract entirely between you and the organization and should therefore be treated as strictly confidential.




DIRECTOR

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December 13, 2022

Kalyani Kinge,
A-601, Omega Paradise,
Datta Madir Road,
Wakad, Maharashtra,
Pune - 411057

Dear Kalyani,

I am pleased to offer you the position of Jr. Marketing Research Executive with Valtitude Technologies, which is the Indian Subsidiary of DemandPlanning LLC. In this role, you will be working on marketing and corporate research work across a variety of industries to develop corporate profiles and work on creating marketing research databases. You will also be developing corporate profiles based on an analysis of publicly available industry data.

Upon successful completion of the first three weeks of probation, you will be confirmed as a regular employee of Valtitude Technologies. You will be reporting to Shruthi Mrinalan and Mark Chockalingam on a project basis and administratively to Lakshmi Devi.

Your base compensation will be Rs. 27,500 per month or Rs. 3,30,000 per year. You will be paid a Retention Bonus of Rs. 36,000 that vests and becomes payable 90 days after completion of one-year of service. With other allowances such as HRA, Conveyance, phone reimbursement and contingency pay, etc., your total pay for the year will be Rs. 4,80,000. Net of the Retention bonus, your cash take home pay will be Rs. 40,000 per month.

Your Total CTC with insurance will be a Rs. 5,23,697 per year

You may also be eligible to additional bonuses depending on project and company profitability



Valtitude / Demand Planning LLC

■ Ground Floor, Radhey, Swami Samarth Society, Baner Road ■ Pune, MH 411045 ■

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Components	Kalyani Kinge - Jr. Marketing Research Executive	
	Monthly	Annual
Basic	₹ 27,500.00	₹ 3,30,000.00
House Rent Allowance	₹ 7,000.00	₹ 84,000.00
Conveyance & Leave Travel Allowance	₹ 2,450.00	₹ 29,400.00
Mobile Phone Expense Reimbursement. Max Limit	₹ 1,350.00	₹ 16,200.00
Special Contingency Pay in Lieu of PPF	₹ 1,700.00	₹ 20,400.00
Monthly Take home	₹ 40,000.00	₹ 4,80,000.00
Retention Bonus - Deferred Pay (payable at year end in a lumpsum, 90 days after completion of the 12-month period)	₹ 3,000.00	₹ 36,000.00
Total pay	₹ 43,000.00	₹ 5,16,000.00
Additional Benefits		
Accidental Insurance Coverage (upto INR 50,00,000)	₹ 265.00	₹ 3,180.00
Medical Insurance Premium and Liability Limited (upto INR 3,00,000)	₹ 376.42	₹ 4,517.00
Total CTC	₹ 43,641.42	₹ 5,23,697.00

Benefits Package

In addition to the above, you will be provided a benefits package that includes Accident Insurance, Medical Insurance and Vacation.

1. You will be covered under the Group Accidental and Medical Insurance policies issued by a third-party provider. This benefit will continue as long as you are in full-time employment status. General definitions of the policy risks and conditions from the issuer apply.
2. Cashless Medical Insurance (expenses incurred on account of hospitalization) up to INR 3,00,000. Accidental Cover (death and permanent dismemberment) limited up to INR 30,00,000 subject to the terms of the policy.
3. If you plan to take a leave for a period exceeding three (3) days (other than temporary sickness), you are expected to inform us at least two (2) weeks or more in advance.
4. The company observes nine national holidays which may change yearly. The office will be closed on these days.

Valtitude / Demand Planning LLC

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K. N. N. N.
LIFECOR
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Akurdi, Pune-411 044

Intellectual Property and Non-Disclosure

Valtitude / Demand Planning LLC takes the issue of Intellectual Property and disclosure of Confidential Information very seriously. You may not disclose any information related to our offices and clients including but not limited to their names, organizational structure, financial data, e-mail addresses, systems, software, documents, and internal communications, etc. Any such indication of IP violation will be deemed a legal offense and will result in immediate termination of employment and possible criminal charges.

The computer and other portable devices provided to you are strictly for use in work related to your employment with Valtitude / Demand Planning LLC. Personal email or internet use is not permitted. The Company reserves the right to inspect all equipment.

Work Hours and Time Logs

The company generally expects a 40 to 45-hour work week, but this may be more or less depending on project schedules and deadlines. You will also report time using our time reporting system for billing and management purposes.

You are expected to work between 1:00 PM to 10:30 P.M, Monday through Friday, as standard work hours to partially overlap with the Boston office. Within these hours, you can take a half hour lunch break with two coffee breaks or combine all breaks together as one extended lunch break. Some flexibility may exist once in a while with prior permission.

Dress Code

Dress code is professional casual except Fridays which will accommodate casual wear of your choice unless we expect a client in the office. Attire at client site should be pre-planned with your supervisor. A pleasant and tidy appearance at all times is appreciated. Please refer to the employee handbook for acceptable attire.

Place of Work

Unless instructed otherwise, your place of work will be - Ground Floor, Radhey, Swami Samarth Society, Baner Road, Baner, Pune - 411 045.

Termination of Employment (after probation)

You are expected to serve a three-month notice if you intend to resign from the job. This can be substituted by paying the company a two-month salary and a one-month notice period. If you have any

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- incomplete assignment at the time of your resignation, the company will have the right to relieve you only after the task is completed. The company can at its own discretion terminate your employment at any given point in time by giving you a one-months' notice or pay there-of.

Since we train our employees extensively to meet the high requirements set by the clients, we will require you to pay back the retail value of the training provided and training related costs including travel if you decide to leave the employment of the company within two years after the completion of the probationary period. The total amount repayable may also include hiring, tuition reimbursements and relocation costs.

All bonuses accrue at the end of the year and are paid 90 days hence. Advance bonus payments during the year become final payments at the completion of the fiscal year. If you leave the employment before the bonus vests, you will be liable to repay the advance payments of bonus.

Your position may entail travel to client sites and other company sites, as the case may be. During such visits, Demand Planning LLC will take care of necessary travel expenses towards such work carried onsite.

Please return a signed copy of this letter.

Our objective is to grow profitably and serve our clients. We hope you will share our vision and be a part of our growth. We are sure you will find this an excellent opportunity.

Welcome Aboard!

Best Regards,

Offer Accepted:


Lakshmi Devi, Ch
Kalyani Kinge

General Manager
Valtitude Technologies India Pvt. Ltd.

cc: HR files

Valtitude / Demand Planning LLC

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DIRECTOR
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Applications and Management
Akurdi, Pune-411 044



Offer: Computer Consultancy
Ref: TCSL/DT20207435196/Pune
Date: 21/01/2021

Mr. Milind Devendra Karkare
15/16, Aditya H. Society Near New Joshi Colony,
Near Lathi School,
Jalgaon-425001,
Maharashtra.
Tel# 91-8446488709

Dear Milind Devendra Karkare,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee in Grade Y**.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



K. Nimob
DIRECTOR

D. Y. Patil Institute of Master of Computer
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TCS Confidential
TCSL/DT20207435196

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Global Time: Ground Floor, 5th, 10th, 15th, 20th, 25th, 30th, 35th, 40th, 45th, 50th, 55th, 60th, 65th, 70th, 75th, 80th, 85th, 90th, 95th, 100th, 105th, 110th, 115th, 120th, 125th, 130th, 135th, 140th, 145th, 150th, 155th, 160th, 165th, 170th, 175th, 180th, 185th, 190th, 195th, 200th, 205th, 210th, 215th, 220th, 225th, 230th, 235th, 240th, 245th, 250th, 255th, 260th, 265th, 270th, 275th, 280th, 285th, 290th, 295th, 300th, 305th, 310th, 315th, 320th, 325th, 330th, 335th, 340th, 345th, 350th, 355th, 360th, 365th, 370th, 375th, 380th, 385th, 390th, 395th, 400th, 405th, 410th, 415th, 420th, 425th, 430th, 435th, 440th, 445th, 450th, 455th, 460th, 465th, 470th, 475th, 480th, 485th, 490th, 495th, 500th, 505th, 510th, 515th, 520th, 525th, 530th, 535th, 540th, 545th, 550th, 555th, 560th, 565th, 570th, 575th, 580th, 585th, 590th, 595th, 600th, 605th, 610th, 615th, 620th, 625th, 630th, 635th, 640th, 645th, 650th, 655th, 660th, 665th, 670th, 675th, 680th, 685th, 690th, 695th, 700th, 705th, 710th, 715th, 720th, 725th, 730th, 735th, 740th, 745th, 750th, 755th, 760th, 765th, 770th, 775th, 780th, 785th, 790th, 795th, 800th, 805th, 810th, 815th, 820th, 825th, 830th, 835th, 840th, 845th, 850th, 855th, 860th, 865th, 870th, 875th, 880th, 885th, 890th, 895th, 900th, 905th, 910th, 915th, 920th, 925th, 930th, 935th, 940th, 945th, 950th, 955th, 960th, 965th, 970th, 975th, 980th, 985th, 990th, 995th, 1000th, 1005th, 1010th, 1015th, 1020th, 1025th, 1030th, 1035th, 1040th, 1045th, 1050th, 1055th, 1060th, 1065th, 1070th, 1075th, 1080th, 1085th, 1090th, 1095th, 1100th, 1105th, 1110th, 1115th, 1120th, 1125th, 1130th, 1135th, 1140th, 1145th, 1150th, 1155th, 1160th, 1165th, 1170th, 1175th, 1180th, 1185th, 1190th, 1195th, 1200th, 1205th, 1210th, 1215th, 1220th, 1225th, 1230th, 1235th, 1240th, 1245th, 1250th, 1255th, 1260th, 1265th, 1270th, 1275th, 1280th, 1285th, 1290th, 1295th, 1300th, 1305th, 1310th, 1315th, 1320th, 1325th, 1330th, 1335th, 1340th, 1345th, 1350th, 1355th, 1360th, 1365th, 1370th, 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8250th, 8255th, 8260th, 8265th, 8270th, 8275th,



COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,456/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TCS Confidential

TCSL/DT20207435196


DIRECTOR

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹2,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹2,000/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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DIRECTOR

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2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: 5th Floor, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

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3rd June, 2021

Nidhi Shah

Yogeshwar height flat no 303, opposite to
Axis bank shastri nagar, Khopoli- 410203 India

Re: Employment Offer

Dear Nidhi,

I am pleased to confirm our offer of employment with GlobeOp Financial Services Technologies (India) Private Limited ("GlobeOp") and look forward to have you joining our organisation. We believe you will have a challenging and rewarding career here at GlobeOp and look forward to your contributions to GlobeOp's further growth and success. Your position title will be **Associate**, reporting to your line manager. The office is located in **Mumbai**. Your detailed duties and responsibilities will be discussed with you subsequent to your joining GlobeOp.

Should you accept this offer, your employment will commence on **7th June, 2021**. The first three months will be treated as a probationary period.

Salary and Benefits

Your total Cost to the Company at the commencement of your employment with GlobeOp will be **INR 350000/- (Rupees Three Lakhs Fifty Thousand Only)** per annum subject to an annual review and an annual discretionary bonus, and will be paid on a monthly basis, in arrears, after statutory and tax deductions at source. This lump sum amount will be allocated between basic salary, allowances and contributions as per company policy, which will be issued in due course by our accounts department.

Should you accept this offer, your employment will commence on **7th June, 2021**. During probation period you will be provided training. On successful confirmation you will be bound to serve the Company for a minimum period of 6 months. If you resign/serve notice before completion of this 6-month period, you will be required to pay the Company an amount of **INR 30000 (Rupees Thirty Thousand Only)**, towards training investment incurred by the Company.

Orientation

On your joining you will be scheduled to participate in GlobeOp's employee orientation program.

Background Investigation

By signing this offer letter, you are verifying that the information you provided both verbally and on the resume/application form as well as on the Background Investigation, Information and Consent Form is complete and accurate. You understand that a false statement may disqualify you from employment or cause your subsequent discharge if you are employed by GlobeOp.

As an employee of **GlobeOp** it is likely that you will become knowledgeable about confidential and/or proprietary information relating to the operations, services and clients of the Company. Therefore, to protect the interest of all

GlobeOp Financial Services Technologies (India) Private Limited

Unit 7, 8th Floor Office Level, Building 5 & 6, Mindspace Business Parks Private Limited SEZ, Thane Belpare Road, Airoli, Navi Mumbai-400 708

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



parties, **GlobeOp** requires all employees to sign the Employee Non-Disclosure and Non-Solicitation Agreement and to abide by this and the Company's other policies.

If you wish to accept this offer of employment please sign and return to me the enclosed copy of this letter, within the next ten days, after which this offer will lapse. Your full contract of employment with the Employee Non-Disclosure and Non-Solicitation Agreement will be issued in due course.


This offer is subject to satisfactory completion of your reference and background check prior to you're agreed upon start date. Please forward the details of two references to myself. On commencement of your employment you will be required to provide evidence of your successful completion of your degree by way of a copy of your degree certificate.

I very much look forward to you joining us and I hope that you will find your employment with us challenging and rewarding. I look forward to hearing from you soon.

If you have any queries regarding the above, please do not hesitate to contact me at +91 22 67539040

Kind regards,

For GlobeOp Financial Services Technologies (India) Private Limited


Pranali Mhatre
Director - Human Resources

I accept this offer of employment with GlobeOp Financial Services Technologies (India) Private Limited and agree to the terms and conditions outlined in this letter, subject to the contract of employment with the Employee Non-Disclosure and Non-Solicitation Agreement.

GlobeOp Financial Services Technologies (India) Private Limited
Unit 2, 8th Floor Office Level, Building 5 & 6, Mindspace Business Parks Private Limited SEZ, Thane Belapur Road, Airoli, Navi Mumbai-400 708
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DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

27th May, 2021

Dear Nikita Parate,

SUB: Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as **Implementation Consultant** at our Nagpur office. Breakup of your compensation package is provided herewith. Your gross emoluments will be Rs. 3,00,000 per annum (CTC).

You are expected to join on **31st May, 2021** without any delay unless otherwise agreed to in writing or else the offer will be null and void. You will be drawing a stipend of **10,000 per month** as a retainer, until the submission of your course completion certificate or marksheets to us. You will be issued a detailed appointment letter on your joining us.

ANNEXURE: COMPENSATION STRUCTURE

Effective Date: August 01, 2020	Per Month	Per Annum
General components		
Basic	Rs. 8750	Rs. 105000
House Rent Allowance	Rs. 4375	Rs. 52500
Special Allowance	Rs. 9238	Rs. 110850
Total Gross Salary	Rs. 22363	Rs. 268350
Employer Contribution		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 421	Rs. 5050
Total Employer Contribution	Rs. 2221	Rs. 26650
Annals		
Insurance Premium		Rs. 5000
Annual Cost to Company (CTC)		Rs. 300000
Total CTC		Rs. 100000
Employee Deductions		
Provident Fund	Rs. 1800	Rs. 21600
Total Net Salary **		Rs. 20562
Coverage		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000

*Gratuity is payable to employee on completion of 5 years service as per Payment of Gratuity Act, 1972

**Paid annually by July every year

***Excludes statutory taxes; includes standard deductions applicable; includes food coupons where applicable




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

You are asked to report for duty at the following address:

Neeyamo Enterprise Solutions Pvt. Ltd.
1st floor, IT- 5 building,
M/S Flagship Infrastructure Pvt Ltd, SEZ, Survey no. 154/6,
Rajiv Gandhi InfoTech Park,
Hinjewadi, Phase 1, Pune - 411057

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

Warm Regards
For Neeyamo Enterprise Solutions Pvt. Ltd.



Rupinder Kaur
Associate Director, Human Capital Management

Annexure

Provided below is the list of original documents & photocopies required on the day of joining:-

1. Resume
2. PAN card*
3. Aadhaar card*
4. Address proof (voters ID/ driving licence)*
5. 4 passport-sized photographs in white background*
6. Class X Mark Sheet & Certificate*
7. Class XII Mark Sheet & Certificate*
8. UG, PG, Other: Mark Sheets & Certificates*
9. Professional Qualification: Certificate
10. Passport copy
11. Recent VISA (for NRI employee only).

*Mandatory documents to be submitted on the day of joining.


DIRECTOR

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

Date: 15-Dec-2021

Mr. / Ms. Netra -Girkar

Dear Netra ,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any of her capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as but not later than **20-Dec2021**.

2. Salary

Your compensation will be **Rs.2,39,309/- (Rupees Two Lakhs Thirty Nine Thousand Three Hundred and Nine Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various *line items as set out in Schedule A*. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8654**, which is a part of your total emoluments as mentioned in **Annexure-1**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

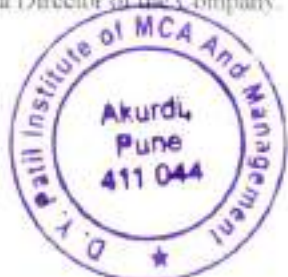
The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.


DIRECTOR

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

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 6625 1700

Branch: Mayapuri, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Anandnagar, Kogga Road, Hitech, Bengaluru - 560 062, (INDIA) Tel. No. : +91 80 434 3434-3191 6500

LLPIN: AAL-3010 - ("Registered with Limited Liability")

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN1000PTC128475) up to February 07, 2017)

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information □ is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.




DIRECTOR

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13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement / Probation your employment is terminable by one month's (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one month's notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or overstay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job.

19. Conditional offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP

Thulasi R Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 16/12/2021

DIRECTOR

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

Signature:



Annexure – I

Emoluments A	Per Annum	Per Month
Basic	164739	13728
House Rent Allowances	18000	1500
Statutory Pay	13838	1153
Employer's Contribution to Provident Fund	19769	1647
Fixed Emolument	216346	18029
Performance Based Incentive**	8654	721
Emoluments Total (A)	225000	18750
Benefits B		
Employer's contribution to ESI	6389	
Gratuity ***	7920	
Benefits Total (B)	14309	
Cost To Company (CTC): Total (A+B)	239309	
Deductions		
Employer's Contribution to Provident Fund		1647
Employee's Contribution to Provident Fund		1647
Employee's Contribution to ESI		123
Professional Tax		200
Net pay		14410

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to clearance of Background Verification Check.

Name: **NETRA NITIN GIRKAR**


Place: **Pune**

Signature: 

Date: 16/12/2021

Annexure – II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year


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Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion.
Performance Based Incentive	* Paid monthly up to 200% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation.
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 3.25% of monthly earnings.
Mediclaim Insurance	Applicable Only if you don't fall under ESI Bracket. Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC. Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion.

***Salary components are subject to changes as per Management Discretion**

Name: **NETRA NITIN GIRKAR**

Place: **Pune**

Signature: 

Date: 16/12/2021

ANNEXURE - III **DECLARATION CUM UNDERTAKING**

- I, Mr./Ms. **Netra Girkar** have been issued the Offer Letter by Gallagher Service Centre LLP (hereinafter referred to as "**Company**") for the position of **Process Associate**. As a part of my employment with the Company, I'm given to understand that I will be issued a HP make laptop along with the other joining formalities.

The laptop issued to me by the Company with the below mentioned understanding:

- The laptop issued is solely for official purpose.
- I shall acknowledge the receipt of the laptop via email to **GSC_Recruitment_Pune@ajg.com**
- I shall be fully accountable for the theft, loss or damage to the Company property and materials and shall be liable to replace or pay equivalent amount to the Company in the event of the same. The Company retains the right to deduct the amount from my salary in case of theft, loss or damage to the property.
- I shall not disclose the system password to anyone.
- I shall not leave my laptop unattended. I would be personally responsible for its misuse of any nature when I am away.
- I shall not share Company's proprietary/ confidential information with anyone.
- I shall not misuse the Internet access facility granted to me.
- I shall not to do personal work on the office computer / system.
- I shall take print out of mails and/or documents only when absolutely necessary.


DIRECTOR

**Dr. Y. Patil Institute of Master of Computer
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Akurdi, Pune-411 044**

- j. I shall always try and ensure not to download any type of software from any source at any time whatsoever. If required for any official purpose at any time, approval from IT department will be taken in writing to make sure such software are scanned properly before use, and such software will be downloaded legally and with IT department's consensus.
- k. I shall not use personal systems / laptops unless expressly allowed in writing by IT department.
- II. I understand that
- a. The Company's IT and other assets provided to me shall always remain the property of the Company and not of any individual.
 - b. The In-house developed software and data is the Company's exclusive property and shall not be used for any external purpose under any circumstances.
 - c. The Company reserves its right to amend, modify, rescind, delete, supplement or add to the provisions of the said declaration cum undertaking, as it deems appropriate from time to time in its sole and absolute discretion.
 - d. It shall be my responsibility and obligation to return the laptop and all the Company provided materials and properties to the Company's [specific department or personnel if any] upon termination of my employment with the Company.
- III. I fully agree and accept that it is my personal responsibility to adhere to the Company's IT policy and any amendment / modification thereof and to comply with all of the provisions stated therein in true letter and spirit. I understand and am accountable for any consequence or any misuse of the Company's system. I further undertake to abide by the IT policy guidelines as a condition of my employment and my continuing employment in the Company.
- IV. I acknowledge that the confidential information and inventions is/are valuable, special and unique and that in the event of breach of any terms/obligations/conditions of this declaration cum undertaking will result in irreparable harm/injury to the Company and therefore, I agree that, in the event of breach or threatened breach of any terms/obligations/conditions of this declaration cum undertaking by me, the Company shall be entitled to a temporary, preliminary and/or permanent injunctive relief in addition to and not in lieu of any other legal or equitable relief including monetary damages; and without prejudice to foregoing I agree to indemnify and keep indemnified, without demur, the Company from and against any and all losses, liabilities, claims, expense, damages, costs (including but not limited to advocate fees, litigation cost), which the Company may suffer/incur as a result of breach of any terms/obligations/conditions of this declaration cum undertaking and/or the offer letter by me.
- V. I accept and agree that this declaration cum undertaking is a part of my employment agreement with the Company or offer letter issued by the Company to me and shall be read and understood in conjunction with the same.

Date: 16/12/2021

Name: **NETRA NITIN GIRKAR**

Signature: 



DIRECTOR

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





01/02/2021

Nitin Gujar

Pune

Dear Nitin Gujar,

Congratulations! We are pleased to inform you that you have been selected to work for STOCKFIN. We are delighted to make you the following job offer.

The position we are offering you is that of Assistant Sales Manager with an annual CTC of 3 lakh per annum + Increments + Incentives + Perks, based on performance. Your reporting Supervisor will be Anand Mishra. Your working hours will be from 10 AM to 6PM, Monday to Saturday.

We would like you to start work on 02/08/2021 at 10AM. Please report to Anand Mishra on, for documentation and orientation.

Please sign the enclosed copy of this letter and return it to me by 02/08/2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our STOCKFIN and look forward to working with you.

Sincerely,

HR Manager

STOCKFIN

I Nitin Gujar have read, understood, and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on 02/08/2021.

Name:

Signature:

Place:

Date:


DIRECTOR

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Applications and Management
Akurdi, Pune-411 044



Helpline no. +917229888811

emailid-infostockfin@gmail.com

<https://www.youtube.com/stockfin>

Date: Mar 16, 2023

OFFER LETTER
(STRICTLY PRIVATE AND CONFIDENTIAL)

Dear Ms. Prajakta Bhimrao Valdiya

We are pleased to offer you a position as a **Associate - Talent Acquisition** with Sugansa Solutions Pvt Ltd. We are sure that Sugansa Solutions Pvt Ltd. will provide you with a satisfying and challenging work environment along with a successful growth path.

Your annual CTC will be Three Lacs Sixty Thousand (INR 3,60,000 /- PA).
A detailed CTC structure is enclosed as Exhibit A.

Terms and Conditions that will affect your employment are contained in Exhibit B.

We look forward to a long and productive relationship with you. Please advise us of your decision at your earliest convenience and feel free to contact us with any questions that you may have. You are expected to accept this offer on or before

On behalf of Sugansa Solutions Pvt Ltd

Signature: Namrata Singh
(Namrata Singh HR 20.03.2023)

Email: hr@sugansa.co.uk

Akshay Raj

Director

Encl: Salary components
Terms and conditions of employment
Checklist of documents


DIRECTOR
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+44 203 286 3699
+91 22 7966 0430



info@sugansa.co.uk



UK: Suite 208 Legacy Centre
Hampton Road West Feltham TW13 6DH

India: 611, Reliables Pride Anand Nagar
Jogeshwari West Mumbai - 400 102



Exhibit A

Components	Monthly	Annual
Basic Pay	15,000	1,80,000
HRA	7,500	90,000
Special Allowance	1,200	14,400
Misc. Allowance	-	-
LTA	-	-
Conveyance Allowance	800	9,600
Medical Allowance	2,500	30,000
Meal Vouchers	1,200	14,400
ESI Contribution by Employer	-	-
PF Contribution by Employer	1,800	21,600
Gross CTC	30,000	3,60,000
Professional Tax	208	2,500
PF Contribution by Employer	1,800	21,600
PF Contribution by Employee	1,800	21,600
ESI Contribution by Employer	-	-
ESI Contribution by Employee	-	-
Medical Premium	1,250	15,000
Misc. Allowance	-	-
Total Deductions	5,058	60,700
Net Take Home Before TDS	24,942	2,99,300
CTC	30,000	3,60,000

Note:

1. All amounts indicated are in Indian rupees per month (Except where specially indicated).
2. CTC per annum is rounded off to the nearest thousand.
3. Maximum eligibility of allowances is fixed as per the policy and tax considerations.
4. All the above benefits are as per company's policies and are subject to change from time to time.
5. Leave: Payable annually as per company's policy.
6. LTA will be tax free against claims for 2 years in a block of 4 years as per IT rules.

K. N. Nand
DIRECTOR

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Jogeshwari West Mumbai - 400 102





Exhibit B

TERMS AND CONDITIONS OF EMPLOYMENT

You are expected to devote your full business time, attention and energies to the performance of your duties with the company. Under the terms of this agreement, and without the need to terminate the employment relationship, the company may assign you additional task or to a new manager, modify or remove your assigned duties, or change the place of your employment without additional compensation to you.

You also hereby consent and agree to any amendment to these terms and conditions of employment, as deemed necessary by Sugansa Solutions Pvt Ltd. You will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, modified or omitted by the company, statutory laws enacted by central, or state government will also govern you or local authorities as may be applicable to you.

Compensation: You will be paid an annual CTC of INR 3,60,000 /- in accordance with the company's standard payroll practices for salaried employees in India. The CTC will be subject to the usual deductions including deductions for tax and statutory contribution normally to be withheld by an employer in India. This CTC will be subject to adjustment pursuant to the company's compensation policies in effect and your performance. In case you are assigned to work outside your normal place of posting, the specific transfer letter would notify you of the changes in the compensation and benefits if any.

Employee Benefit: You will be entitled, during the term of your employment, to the company's standard benefits covering employees in positions similar to yours. Employer contributions and employee deductions will be paid into appropriate mandated plans. A list of public holidays recognized by the company and other benefits information will be provided to you once you join the company.

Leave Benefits: Every employee is entitled to 24 days paid leaves per annum, and these are calculated on a pro-rata basis. Leaves are accumulated from the date of joining and are redeemable only after completion of 180 days of service. Every employee is entitled to have all UK holidays every year. Dates are variable.



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DIRECTOR

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

Probation/Confirmation: You will be on probation for a period of six months and the said period can be extended by another three months on the expiry of the period of probation. If even after the extended period of probation, you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not be deemed to be permanent.

Period of employment: The age of retirement shall be 60 years whereon you shall be entitled to such benefits as are available under the law or the rules framed by the company.

Notice Period: The employee has to serve notice period of one month either management will give a notice of one month.

Sugansa Solutions Pvt Ltd. may immediately terminate the services without any compensation or notice thereof, if an employee commits a disciplinary breach which is either

- (i) incapable of remedy.
- (ii) capable of remedy, but has not been remedied by the employee despite counselling by Sugansa Solutions Pvt. Ltd.

Validity: This offer of appointment will not be valid and will be withdrawn under the following circumstances:

- a) Not reporting to work on the accepted date without prior intimation.
- b) Unsatisfactory feedback on your credentials from any of the references furnished by you.
- c) Any other essential information that has been suppressed or falsely provided.

Sugansa Solutions Pvt Ltd. may at any point of time decide directly or through a third party to carry out a detailed verification of the reference and validation of credentials submitted by you (background check). Sugansa Solutions Pvt Ltd. reserves the right to terminate without notice, the employment contract.

at any point during the course of employment, if the reference feedback is found unsatisfactory. This is also applicable if the credentials submitted are found untrue when verified.



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India: 611, Reliables Pride Anand Nagar
Jogeshwari West Mumbai - 400 102



K. N. Nirmal
DIRECTOR

General: Please note that the individual CTC is a confidential matter and not to be discussed with any other employee.

If the terms and conditions of our offer are acceptable to you, please return the duplicate copies of the attached documents duly signed. It may be noted that, if you do not report to work on the date mentioned below, it will be deemed that you are not interested in our offer and the same will stand automatically withdrawn with effect from the said date.

I have read and accepted this employment offer:

Name: Prajakta

Date: Mar 16, 2023

Signature: 

Checklist for documents to be submitted on the day of joining:

1. 3 Passport Size photographs
2. Photocopies of all educational certificates
3. Photocopy of PAN Card
4. Photocopy of Passport

Note:

- a) 1. Original of all the documents submitted would be required, which would later be returned to you after verification of the documents submitted by you.
- b) 2. You are expected to carry all the above-mentioned documents on your first day of work at Sugansa Solutions Pvt. Ltd.
- c) 3. Your joining formalities would begin only on receipt of these documents.




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Jogeshwari West Mumbai – 400 102









Prajakta Bhimrao Vaidya - IN_Offer_Letter1

Final Audit Report

2023-03-16

Created:	2023-03-16
By:	Namrata Singh (hr@sugansa.co.uk)
Status:	Signed
Transaction ID:	CBJCH5CAABAAjAbhm0GehIsPiffaGleclWq8MGC8QW0l

"Prajakta Bhimrao Vaidya - IN_Offer_Letter1" History

-  Document created by HR Team (hr@sugansa.co.uk)
2023-03-16 - 9:30:49 AM GMT
-  Signer HR Team (hr@sugansa.co.uk) entered name at signing as Namrata Singh
2023-03-16 - 9:35:54 AM GMT
-  Document e-signed by Namrata Singh (hr@sugansa.co.uk)
Signature Date: 2023-03-16 - 9:35:56 AM GMT - Time Source: server
-  Document emailed to prajaktavaidya70@gmail.com for signature
2023-03-16 - 9:35:57 AM GMT
-  Email viewed by prajaktavaidya70@gmail.com
2023-03-16 - 9:51:21 AM GMT
-  Signer prajaktavaidya70@gmail.com entered name at signing as Prajakta
2023-03-16 - 9:53:49 AM GMT
-  Document e-signed by Prajakta (prajaktavaidya70@gmail.com)
Signature Date: 2023-03-16 - 9:53:51 AM GMT - Time Source: server
-  Agreement completed.
2023-03-16 - 9:53:51 AM GMT

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2nd February 2021

Subj: Offer of employment by Pin Click

Dear Pratik Kale,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as **"Property Advisor"**, with effect from **24th February 2021**.

The terms of our offer are as follows:

1. The details of your ~~annual~~ earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance.
4. You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, clients and partners.




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The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Pratik Kale	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	24th February 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement. * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license. There will be 14 days of training period and an assessment then your payroll will start * Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



K. N. Nand
DIRECTOR

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Pratik Kale	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	24 th February 2021	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,200	14,400
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,738	56,856
	Sub-Total I / Gross Pay	26,538	3,19,068
Benefits			
B	PF Employee	1,008	12,096
	Gratuity	403	4,836
	Sub Total II	1,411	16,932
Total A + B	Cost to the Company	28,000	3,36,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license.</p> <p>Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd,

Mr. Manik
KinraCo Founder

K. Nimma

DIRECTOR

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





Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with PinClick I undertake to comply with the terms and conditions set out above as well as other policies, procedures, regulations, etc. as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____



K. Nimish

DIRECTOR

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

Ref: 838482/1941079/ELTP

02-Sep-21

Ms Pratiksha Suresh Kokane
Gat No.281, Flat No.601, C Wing,
Rutusparsh Society, Pune Nashik Highway,
Near Dynamic Distributor,
Maharashtra Pune 412105
Mobile: 9689473804

Subject: Offer of Appointment

Dear Pratiksha Suresh,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. Basis successful completion of your internship, we are pleased to offer you an appointment in our organization as **Associate Analyst-BPS** at **Band U1** and **Sub Band U1** under **ELTP Scheme**.
2. You will be on probation for a period of **months** from the date of joining the Company. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **INR 300000**, Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.

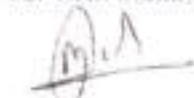

DIRECTOR

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



7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **13-Sep-21** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Neha Kadam** at **9:00 AM** to complete the joining formalities at **NK00438160@TechMahindra.com**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **13-Sep-21**.

For Tech Mahindra Limited



Mukul Sah

Group Function Head (Support) – Human Resource

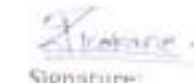

DIRECTOR

D. Y. Patil Institute of Master of Computer

Applications and Management

Encl: Annexure-A & B (Salary Structure, Annexure-C Information and Management & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality and Non-Disclosure, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H - General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date: 03/09/2021


Signature:

Pratiksha Suresh Kokane



Annexure A	
Name : Ms Pratiksha Suresh Kokane Title : Associate Analyst-BPS Band : U1 Role :	
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@35% of Total Fixed Pay)	90,797
HRA (@70% of Basic Pay)	63,558
Conveyance (Grade-wise Fixed @ Rs. 1800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,896
Employer's contribution to ESIC (@3.25% of Fixed Pay)	0
Flexible Components of TFP *	50,970
Total Fixed Pay (Per Annum)	259,421
Total Variable Pay (TVP) (Per Annum) (*)	28,825
Cost to Company (CTC)(A)	288,246
Additional Benefits(B)	
Gratuity	4,367
Insurance Premiums (towards GTLI, GMIP and GPAI)	7,387
Total Cost to Company (TCC) (Per Annum) -----(A) + (B)	300,000
<p>* Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay</p>	
LTA	12,000
Meal Voucher	26,400
<p>Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly instalments in advance along with your regular salary.</p> <p>(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year</p> <p>Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -</p> <p>i) Gratuity : As per Payment of Gratuity Act</p> <p>ii) Insurance</p> <p>a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate</p>	

b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **Rs. 2 lakhs**.

c) **Group Personal Accident Insurance (GPAI) coverage:** You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

With Best Wishes,

For Tech Mahindra Ltd.



Mukul Sah

Group Function Head (Support) - Human Resource

Accepted

Name: Pratiksha Suresh Kokane

Signature: 

Date: 03/08/2021



DIRECTOR

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



Annexure B

Name : Ms Pratiksha Suresh Kokane
Title : Associate Analyst-BPS
Band : U1
Role :

Components of Total Cost to Company	Rs. (Per Annum)
Basic (@35% of Total Fixed Pay)	106,312
HRA (@70% of Basic Pay)	74,419
Conveyance (Grade-wise Fixed @ Rs. 1600/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	12,757
Employer's contribution to ESIC (@3.25% of Fixed Pay)	0
Flexible Components of TFP *	67,061
Total Fixed Pay (Per Annum)	303,749
Total Variable Pay (TVP) (Per Annum) (*)	33,750
Cost to Company (CTC)(A)	337,499
Additional Benefits(B)	
Gratuity	5,114
Insurance Premiums (towards GTLI, GMIP and GPAI)	7,387
Total Cost to Company (TCC) (Per Annum) —(A) + (B)	350,000

* Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

LTA	12,000
Meal Voucher	28,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly instalments in advance along with your regular salary.

(*) Maximum amount based on 100% performance, TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity: As per Payment of Gratuity Act

ii)

a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate

Insurance

b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be Rs. 2 lakhs.

c) **Group Personal Accident Insurance (GPAI) coverage:** You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.

With Best Wishes,

For Tech Mahindra Ltd.



Mukul Sah

Group Function Head (Support) - Human Resource

Accepted

Name: Pratiksha Suresh Kokane

Signature: 

Date: 03/09/2021



DIRECTOR

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



23rd February 2021

Sub: Offer of employment by Pin Click

Dear Purna Raut,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Inside Sales Executive", with effect from 1st March 2021.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.
2. Your initial posting as Pin Click employee will be at our Pune office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.




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

The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Prerna Raut	
	Designation	Inside sales executive	
	Department	Sales	
	Date of Joining	1 st March 2021	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	5,400	64,800
	House Rent Allowance	4,500	54,000
	Conveyance Allowance	800	9600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	743	8,916
	Sub-Total I / Gross Pay	17,093	2,05,116
Benefits			
B	PF Employer	648	7,776
	ESIC	-	-
	Gratuity	259	3,108
C	Sub Total II	907	10,884
Total A + C	Cost to the Company	18,000	2,16,000
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click.

For Pin Click

Manik Kinra
Co Founder


DIRECTOR

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



Letter Of intent

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____



A handwritten signature in blue ink, appearing to read "K. Nimish".

DIRECTOR

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Selected for the position of Sales Executive at Glucotech Softwares.

4 messages

priya malode <piyamalode@gmail.com>
To: placements_mba@dypimca.ac.in

Fri, Jul 9, 2021 at 1:16 PM

Hello Ma'am

Sorry for your inconvenience

Please check the trail mail, I will confirm you.

Regards
Priya

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

From: Glucotech Softwares LLP <info@glucotech.com>
Date: Thu, 8 Jul 2021, 7:08 pm
Subject: Selected for the position of Sales Executive at Glucotech Softwares.
To: Piyamalode <piyamalode@gmail.com>

Dear Piya Malode,

Congratulations!! We are glad to inform you that you have been selected for the position of Sales Executive at Glucotech Softwares.

Please reply to this mail to acknowledge and confirm your offer.

Joining detail

Date of Joining: Tentative

SE Training Location: Pune

Role Location: Pune

Annual CTC post Successful completion of Training: INR 5 LPA (3 LPA fixed + 2 LPA variable) for the role of SE on Target Basis.

Details of Sales Executive Program: You will be undergoing training for the duration of 1 month. The first week of this training will be the actual scenario of glucotech, its services, and sales terms. you will be assessed and monitored during your training. After one week you'll be having tasks and targets to be complete. Once you've complete the trainee period target you are forwarded on Payroll.


DIRECTOR

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

8/29/24, 4:23 PM

Dr. D. Y. Patil College Mail - Fwd: Selected for the position of Sales Executive at Glucotech Software.

Monthly Target 2,00,000/- (fixed) (3 LPA fixed)
Achieve Target > 2,00,000/- (+2 LPA variable)

Further Detail:

few information regarding your training and onboarding are given below.

1. Any Academic and personal Original Documents are required for verification
2. You need to have a working broadband connection and laptop at all times during the training period. (Core Requirement)
3. Your training performance will be thoroughly evaluated during your 4 weeks with us as that will be an incubation period for your new role.
4. Business formal or Business casual attire is mandatory during work hours.

priya malode <piyamalode@gmail.com>

To: placements_mba@dypmca.ac.in

Cc: "placements@dypcoeakurdi.ac.in" <placements@dypcoeakurdi.ac.in>

Tue, Jul 13, 2021 at 9:03 AM

Hello Ma'am

I am not going to accept the offer of glucotech as there salary is not fixed its depend on our work and it will be vary as per our performance and position is also exective as i am here getting the fixed salary so there is no point to left this organization and go there.

My request to you please consider me for other opportunity.

Regards

Priya

[Quoted text hidden]

Sarah Dsouza <placements_mba@dypmca.ac.in>

To: priya malode <piyamalode@gmail.com>

Cc: "placements@dypcoeakurdi.ac.in" <placements@dypcoeakurdi.ac.in>

Tue, Jul 13, 2021 at 3:55 PM

Hello Priya,

Greetings of the day!

I am happy to know that you are having a good position in your present organisation, however, the complete JD of Glucotech along with CTC was shared with you before registering for the process.

To now reject the job offer extended by Glucotech does not only reflect an unprofessional behaviour on your part but also paints the institution in a bad light.

Hence, I suggest you please be mindful and considerate towards the time and efforts taken by the Company & Placement team great towards recruitment in the future.



K. N. Nimbh
DIRECTOR

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

6/29/24, 4:23 PM

Dr. D. Y. Patil College Mail - Fwd: Selected for the position of Sales Executive at Greentech Softwares.

I wish you the very best!

Warm Regards,
Prof. Sarah Dsouza
Training & Placement Officer
D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi
Mob: 7588289056
Email: placements_mba@dypimca.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]

priya malode <piyamalode@gmail.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Tue, Jul 13, 2021 at 4:04 PM

Hello Ma'am,

Sure I will keep in mind the same things. Thank you for giving me your valuable time.

Regards
Priya
[Quoted text hidden]



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

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made

BETWEEN

Square Yards Consulting Pvt. Ltd.

A Company incorporated under Companies Act, 1956 in the Republic of India and having its Registered office 8-3/96, Safdarjung Enclave, New Delhi-110029 (hereinafter called "the Company" which expression shall include its associated companies, successors and assigns) of the one part;

AND

Rutuj Vikas Parbat, S/o. Sh. Vikas Gangaram Parbat R/o. A/p- Vesdare, Kanhur Pathar, Tal- Parner, District- Ahmednagar, State-Maharashtra, Pincode-414303, India (herein after referred to as the "the Employee" which expression shall include its successors and assigns) of the other part;

It is agreed that the Company will employ Rutuj Vikas Parbat as Investment Manager of the Company on the particulars/ terms and conditions as laid down in the Annexure A to this Agreement appended hereto, and on terms and conditions as enumerated hereinafter in this Agreement:

1. DEFINITIONS AND INTERPRETATIONS

- 1.1. In this agreement the following words and phrases shall bear the meanings respectively ascribed to them, that is to say:
 - a) "the Particulars" means the particulars incorporated in under the agreement as varied time to time as agreed by the parties to the agreement
 - b) "the Employee" means the individual defined under specific labour laws applying particularly to the company like Employee State Insurance Act, 1948.
 - c) "the Company" means a company registered under Companies Act, 1956 or Companies Act, 2013 named as Square Yards Consulting Pvt. Ltd. also includes its associated companies etc.
 - d) "the Associated Company" means a subsidiary and any other Company which is for the time being a holding Company of the Company
 - e) "Financial Year" means the financial year which shall run from the 1st day of April to the 31st day of March every year.
 - f) "Calendar Year" means the calendar year which shall run from the 1st day of January to the 31st day of December every year.
 - g) "Month" means a calendar month
 - h) References means references in this Agreement to any clause, sub-clause, schedule or paragraph without further designation shall be construed as references to the clause, sub clause, schedule or paragraph of this Agreement.
 - i) Any reference to a statutory provision shall be deemed to include a reference to any statutory amendment, modification or re-enactment of it.
 - j) Words importing one gender include all other genders and words importing the singular include the plural and vice versa.

2. TERMS OF EMPLOYMENT

- 2.1. The employment of the Employee shall be deemed to have commenced on the date of actual reporting in the premises of the Company pursuant to the execution of this Agreement as per the terms and conditions / particulars laid down in the Annexure A. The Employee should disclose to the company in case any of his/her family member is related to any kind of real estate business.
- 2.2. The Employee will be initially appointed by the company with the position title and corporate title (if applicable) as incorporated in Annexure A. The firm may amend the position and/or corporate title of the Employee, as thinks appropriate in the future to align the employee's role with the applicable policies, procedures or practices at the company.


DIRECTOR

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




Rutuj Vikas Parbat

3. NATURE OF EMPLOYMENT AND DUTIES OF EMPLOYEE

The Employee shall during his/her employment with the Company under this Agreement:

- 3.1. Perform the duties and exercise the powers which the Company may from time to time properly assign to him/her in his/her capacity or in connection with the business of the company or any of its associated company.
- 3.2. The Employment shall be full-time Employment and the Employee shall not undertake any reward for work other than the duties which he is required to perform under this Agreement.

4. HOURS OF EMPLOYMENT

- 4.1. The Employee shall comply with the normal working hours of the company, as directed by the Company, or in the absence of such direction, as published in the employee's handbook provided by the Company at the joining of the employee and also as amended from time to time by the management.

5. PRESENT POSTING AND FUTURE TRANSFERS

- 5.1. The Employee's place of employment shall be at the Company's offices as set out in the Annexure A. But, the Company is entitled to require the employee to work at any other place of business of the Company including offices are in existence or to be planned in the future, whether on temporary or permanent basis on the terms and conditions as are applicable to such transfer in accordance with the then applicable rules, regulations and policies of the Company.
- 5.2. The Employee shall, in the performance of his/her duties, may be required to travel from his/her place of employment to anywhere within the country or abroad.

6. REMUNERATION, BENEFITS AND DEDUCTIONS

- 6.1. Subject as hereinafter provided the Company shall pay to the Employee during the continuance of his/her employment hereunder a salary (bifurcated into Fixed components and Performance linked components) specified in the Particulars of Employment as set out in the Annexure A.
- 6.2. Performance linked components, if any are payable monthly subject to achievement of the minimum performance criteria as defined by the management from time to time. Depending on the performance of the Employee, he/she may qualify to receive only partial or full amount of the performance linked allowances.
- 6.3. The said salary shall be reviewed by the Company on an annual basis (As per applicable appraisal cycle), and any such revision of salary shall take effect from such time and in such manner as the Company shall in its sole discretion think fit.
- 6.4. Except as expressly provided by this Agreement the Employee shall not be entitled to any salary in respect of any period during which he/she fails or be unable, from any cause, to perform all or any of his/her duties without prejudice to any right of action accruing or accrued to either party in respect of any breach of this Agreement.
- 6.5. The Company shall deduct a proportionate amount from the Employee's fixed remuneration for every day of absence beyond the permissible limit of leaves available to the employee during the calendar month/ financial year. The Company at its own discretion may provide relief with respect to the deduction made on account of his/her absence from the employment provided his/her absence is due to incapacity through illness or injury and the Employee produces to the Company without any delay the certificate of a duly qualified medical practitioner stating the cause of such incapacity.
- 6.6. All monetary or non-monetary entitlements granted to the Employee, whether by way of Salary, Bonus or otherwise, shall be subject to the statutory deductions like Provident Fund contribution, ESI / Medical Insurance Contribution, LWF Contribution, Income Tax (TDS) or any other statutory deduction for which the Company is liable to deduct as prescribed under various laws applicable to the Company.
- 6.7. Unless specifically stated in the Particulars, bonus or any other benefits provided by the Company to the Employee, irrespective of its nature and of its either temporary or repetitive provision, will always be treated as a benefit voluntarily provided by the Company to the Employee and will not in any way consist a legal obligation of the Company under this Agreement.
- 6.8. The Company shall pay, or reimburse to the employee for only pre-approved, reasonable and adequately substantiated - travel, accommodation, communications or any other related expenditure incurred in connection with the performance of the duties assigned by the Company, subject to the policies framed by the Company. These may be contingent on performance threshold as defined from time to time.
- 6.9. Employee will be covered under a comprehensive Medical Insurance and Accidental Coverage as detailed in the Company's employee handbook and amended from time to time as the Company deems appropriate.

K. Nimish
DIRECTOR

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



- 6.10 The Company reserves the right to cancel or modify the benefits of plan and programmes, its offers to its employees at any time provided that such cancellation, shall be carried out in a manner that it does not discriminate between employees of the same level. None of rights of the Employee, to receive any form of compensation payable pursuant to this offer may be assigned or transferred except by operation of law.
- 6.11 The Company shall bear cost of Employment Pass/ Work Visa/ Business Visa and other relocation charges, as may be applicable and approved from time to time, for its employees. Such cost or charges along with any incidental charges paid by the Company towards covering expense of relocation or Visa will become payable from the employee to the Company in case his or her employment is ceased, whether initiated by the Company or the employee, within one year of such expenses being outlaid. In case of cessation of employment within 12 months of such expenses being borne by the Company, these will be recovered from the last salary or full & final settlement of the employee, whichever is applicable.
- 6.12 Any accrued incentive or bonus will be payable only if the employee status is active and not resigned as on the day of incentive or bonus pay out. In case the employee has resigned or is inactive in the system on such date, the accrued incentive & bonus will lapse. The variable incentives can also be negative in case the targets are not achieved. The basis of calculating the variable incentives (both positive & negative) is included in the Compensation policy uploaded on Square Beats. The Compensation policy will be subject to change from time to time at the sole discretion of the company.

7. PROBATION PERIOD & CONFIRMATION OF EMPLOYMENT

- 7.1. The Employee shall be employed on a probationary basis for a period of 6 months from the date of commencement of his/her employment, or for such extended time as the Company may decide.
- 7.2. The Company may thereafter confirm the employment of the Employee after he/she has completed the probationary period or the extended probationary period as the case may be. Such confirmation shall be communicated to the employee via e-mail communication.

8. LEAVES & HOLIDAYS

- 8.1. The Employee shall be entitled to a total of 32 total leaves (in addition to public and statutory holidays) for every financial year, as mentioned in the Employee Handbook.
- 8.2. The Employee shall be entitled in each calendar year 10 public and statutory holidays. These holidays will be declared at beginning of each calendar year.
- 8.3. All holidays shall be approved within appropriate timelines as provided by the Company, from time to time.
- 8.4. The employee will be eligible to avail One (1) compensatory leave in every month during the probationary period. Holiday allowance does not accrue during the probationary period.

9. TERMINATION

- 9.1. The Employee's employment with the Company may be terminated by either party giving to the other party notice in writing or salary in lieu of notice as set out in **Annexure A**. In this case, the Employee shall not be entitled to leave pay.
- 9.2. The Company shall have the right summarily to terminate the Employment without notice or payment of compensation in any of the following events:
- If the Employee is guilty of fraud, dishonesty or misconduct or commits any act which in the opinion of the Company is likely to bring the Company or any officers or employees of the Company into disrepute whether or not such dishonesty, misconduct or act is directly related to the affairs of the Company.
 - If the Employee is adjudged bankrupt or makes a composition with his/her creditors.
 - If the Employee commits any material breach of his/her duties or obligations under this Agreement.
 - If the Employee is discovered to have made or given any false statement or answer to any question in connection with the Company's Employment application form or any Curriculum Vitae submitted to the Company concerning such Employee.
 - Habitual absence without approval of leaves.
 - Habitual neglect of work or gross or habitual negligence.
 - Commission of any act not in conformity with discipline or good behavior.
 - Seeking or giving illegal gratification.
 - Offering or passing kickbacks or any other kind of monetary reward to clients of the Company unless otherwise permitted under the company policies.
 - If the employee provides any false statement about his/her family background as he agreed at the time of joining.

- 9.3. Upon the termination of the Employee's employment (howsoever arising) the Employee shall return to the

Company all documents, records, items and materials in his/her possession or custody belonging to the Company or its clients and the Employee shall not retain any copies (including electronic or soft) thereof.

- 9.4. Depending on the duration of the employment with the Company, the employee may be entitled to statutory payments at the time of termination of employment.
- 9.5. Upon termination, the Company shall pay the amounts accrued to the employee after making necessary & permissible deductions of such sums which are due to be paid by the employee to the Company, within 90 days from the termination.
- 9.6. Employee and the Company are free to terminate their employment relationship at any time for any reason, with or without cause, or for no reason at all, with a written notice. The notice period shall be dependent on the status of employment i.e. on probation or confirmed and is mentioned in **Annexure A**.
- 9.7. If such termination of the employment is initiated by the employee, then the Company may, at its sole discretion either accept such resignation immediately or not, provided that, the Company may choose to pay to the employee or may buy out the salary in lieu of balance period of his/her notice period. However, the employee has to serve the required notice period, if the resignation is accepted by the Company.
- 9.8. The employee would undertake to refund all expenses and costs that may be incurred by the Company on the employee towards any joining bonus paid to the employee at the time of beginning of employment with the Company, in the event the employee initiates the termination of the employment within twelve (12) months from the date of commencement of the employment with the Company.
- 9.9. At the time of separation from the Company, employee undertakes to refund all loans, salary advances granted by the Company for employee's personal usage.

10. GENERAL

- 10.1. **Non-waiver:** No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.
- 10.2. **Additional Remedies:** Notwithstanding anything contained in this Agreement, the Parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against the Employee from a civil court of competent jurisdiction.
- 10.3. **Additional Conditions:** Employee has read and shall always abide by the terms and conditions as stipulated in the employee's hand book, HR Policies including Compensation and Benefits policy, Reimbursement policy, Leave Encashment policy, etc as disseminated through any channels to the employee and these Policies may be amended from time to time as per the sole discretion of the Company.
- 10.4. **Severability:** If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.
- 10.5. **Employee's Representations and Warranties:** The Employee confirms that he has carefully read and fully understands all the provisions of this Agreement. The Employee represents that he (i) is familiar with the foregoing covenants not to compete and not to solicit and the reasons therefor, and (ii) is fully aware of his/her obligations under this Agreement including, without limitation, the reasonableness of the length of time, scope and geographic coverage of these covenants.
- 10.6. **Accountability:** In the event of a breach of Confidentiality agreement without prejudice to any right conferred by law on the Company, the Employee hereby agrees that he shall indemnify the Company for all costs (including but not limited to legal costs on an indemnity basis), loss and damage suffered by the Company or alternatively to make good to the Company all profits or gains made by the Employee or the Employee's spouse, family members or relatives by reason of the Employee's breach of any of his/her duties to the Company or to the Company's clients.
- 10.7. **Jurisdiction and Dispute Resolution:** This Agreement shall be governed by and construed in accordance with the laws of India and shall be under the exclusive jurisdiction of the High Court of Delhi. Any dispute between the Parties shall be finally settled through arbitration conducted in New Delhi in accordance with the Arbitration and Conciliation Act, 1996. A sole arbitrator shall be appointed jointly by the Parties within 30 days of either Party requesting the other to suggest or approve a sole arbitrator. If the Parties fail to agree on a sole arbitrator within the 30 days period mentioned above, then either Party may make application to the High Court of Delhi for appointment of the arbitrator under the provisions of Arbitration and Conciliation Act, 1996.
- 10.8. **Entire Agreement:** This Agreement and its Exhibits, constitutes the entire understanding relating to terms of employment between the Employee and the Company and supersedes all prior offers, agreements, statements or representations, written or oral between the Parties. Further, the Employee acknowledges and agrees that, as of the date of this Agreement, the Employee has no former claims of any nature, whatsoever against the Company.


DIRECTOR

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



IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED

for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Condition
Accepted:

Authorised Signatory

Date

(Name of Employee)

K. Nimish

DIRECTOR

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



K. Nimish

CONFIDENTIALITY AGREEMENT

In consideration of an Employee's employment with The Company, employees will be exposed to information and materials relating to the affairs, transactions, operations, methods of doing business, research and development, know-how, customers, trade secrets, financial methods, computer programs, and other confidential or proprietary information or trade secrets of the Company, its Associated Companies, Business Partners, Distributors, Resellers, Customers and End-Users.

An Employee agrees to take all appropriate action, whether by instruction, agreement or otherwise, to ensure the protection, confidentiality and security of the Confidential Information of the Company.

1. Under CONFIDENTIALITY, Employee agrees:

- a. Electronic information exchange or office emails are to be used in furtherance of Company's business only. No employee should use the electronic information systems to espouse personal, political or religious views or solicit support for any cause or event. Such act by employee is subjected to immediate internal inquiry by the management.
- b. Not to use, acquire or copy any Confidential Information in whole or part without prior authorisation in writing from a designated official of the Company.
- c. To retain the Confidential Information as strictly confidential and as a trade secret of the Company; and
- d. Not to use or cause to be used, nor to disclose or otherwise make available directly or indirectly the Confidential Information except for and on behalf of the Company when authorised to make such disclosure on a confidential basis or to recipient authorised by the Company and having a valid contract with terms satisfactory to Square Yards Consulting Pvt. Ltd. under which its nature as confidential information and as a trade secret is respected and the recipient promises to retain it in confidence.

Upon termination of employment, Employee agrees to surrender to the Company all tangible & non-tangible forms of the Confidential Information that he may then possess or have under his/her control.

2. INTELLECTUAL PROPERTY shall include:

- a. If during the course of his/her work for the Company (whether in the course of normal duties or not and whether or not during normal working hours), the Employee makes, or participates in the making of any design (whether registered or not) or any work in which copyright and/or database rights subsist, the Employee hereby assigns to the Company with full title guarantee and, where appropriate, by way of future assignment, all such rights for the full term thereof throughout the world, provided that the assignment shall not extend to those designs or works which are created by the Employee wholly outside his/her normal working hours and wholly unconcerned with his/her service under this Agreement.
- b. All technology infrastructure of the Company and its employees, whether specifically licensed or furnished as part of The Company equipment rented, purchased or loaned and Software Service for them. Technology Infrastructure shall mean machine instructions whether denominated software wherever resident and on whatever media and all related documentation and software.
- c. All other information and material of The Company and its Employees, relating to design, method of construction, manufacture, operations, specifications, use and service of the Company and its Employees equipment and components, including notebooks, reports, process data, test data, performance data, inventions and all documentation therefore and all copies.
- d. Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to The Company and its Employees if disclosed.
- e. The Company's staff list, Customer and prospective customer list.

Employee agrees to retain Intellectual Property as strictly confidential and a trade secret of The Company. Employee agrees not to use or cause to be used The Company and its Employees' Intellectual Property except for or on behalf of The Company.

Upon termination of employment, employee agrees to surrender to The Company all tangible & non-tangible forms of Company's Intellectual Property, which he/she may then possess or have under his/her control.

3. EXCLUSIVITY OF SERVICE shall include:

The Employee shall not during the continuance of this contract, except with the knowledge and consent of the Company embark, engage or interest himself/herself whether for reward or gratuitously in any activity which would interfere with the performance of the Employee's duties with the Company or which to his/her knowledge would constitute a conflict of interest with the business of the Company.


DIRECTOR

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



4. AGREEMENT NOT TO COMPETE OR SOLICIT shall include:

- a. Throughout this Agreement with the Company, and for a period of 12 months following the termination of this Agreement, the Employee will not directly or in association with others, compete with any of the business activities in which the Company or any of its associated companies become involved, anywhere in the world, during the period of this Agreement.
- b. The foregoing restriction on competition and solicitation will preclude without limitation:
 - i. Selling or soliciting sales of products and services which compete with the Company or any of its subsidiaries, and
 - ii. Accepting employment in a related business area with or acting as a representative or agent of a current customer of the Company or any other person or entity which competes with the current business of the Company during the period of this Agreement.
 - iii. In order to protect its business interest, the Company, reserves the right of not providing full-fledged work during the Employee's required contractual probation period and may require Employee not to attend the place of work whilst remaining employed for the contractual probation period. During this probation period, the employee will not be permitted to work for anyone else.
 - iv. Either alone or in association with others (i) solicit, or encourage any organization directly or indirectly controlled by the Employee to solicit, any employee of the Company or any of its subsidiaries to leave the employ of the Company or any of its subsidiaries, (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by the Employee to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company or any of its subsidiaries at any time during the term of the Employee's employment with the Company or any of its subsidiaries.

While the restrictions aforesaid are considered by the Company and the Employee to be reasonable in all the circumstances, it is agreed that if any one or more of such restrictions shall either taken by itself or themselves together be adjudged to go beyond what is reasonable in all the circumstances for the protection of the Company's legitimate interest but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of the wording thereof were deleted, restricted or limited in any particular manner, then the said restrictions shall apply with such deletions, restrictions or limitations, as the case may be.

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED

for and on behalf of
Square Yards Consulting Pvt. Ltd.

Authorized Signatory

Date



All Terms and Conditions
Accepted:

(Name of Employee)


DIRECTOR

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


D.Y. Patil

ANNEXURE A

PARTICULARS OF EMPLOYMENT

The Company: Square Yards Consulting Pvt. Ltd. Corporate Address: B-3/96, Safdarjung Enclave, New Delhi-110029	
The Employee: Rutuj Vikas Parbat A/p- Vesdare, Kanhur Pathar, Tal- Parner, District- Ahmednagar, State-Maharashtra, Pincode-414303, India	
Job Title: Investment Manager	
Compensation: Annual Gross CTC: 300,000	
Employee ID: SQY48398	Department: Primary Sales India
Job Location: Pune- (Amar Paradigm Baner)	Date of joining: 15-May-2024
Notice Period: During Probation: 0 days After Confirmation: 15 days	

The Company shall employ the Employee and the Employee shall serve the Company in the capacity referred to under Job Title on and from the Commencement Date until this agreement shall be terminated on the terms and conditions set out herein.

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED

for and on behalf of
Square Yards Consulting Pvt. Ltd.

All Terms and Conditions
Accepted:



Authorised Signatory

Date


DIRECTOR

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

(Name of Employee)





ANNEX B- CTC Breakup

Rutu Vikas Parbat (SQY48398)

	Yearly CTC	Monthly CTC
CTC	300,000	25,000
Earning		
Basic	195,000	16,250
HRA	83,400	6,950
Statutory Bonus	0	0
Performance Linked Payout	0	0
Special Allowance	0	0
Lunch	0	0
LTA	0	0
Uniform Allowance	0	0
Children Allowance	0	0
Books & Periodicals	0	0
Telephone allowance	0	0
Car Running & Maint	0	0
Statutory Benefits		
PF (Employer Part)	21,600	1,800
LWF (Employer Part)	0	0
ESIC (Employer Part)	0	0
Gratuity	0	0
Monthly Gross	278,400	23,200
PF (Employee Part)	21,600	1,800
LWF (Employee Part)	0	0
ESIC (Employee Part)	0	0
P TAX	2,400	200
PA Cover	180	15
Mediclaim	4,800	400
Net Pay	249,420	20,785

IN WITNESS whereof the parties hereto have hereunto set their hands the day and year first herein before written.

SIGNED
for and on behalf of
Square Yards Consulting Pvt. Ltd.

DIRECTOR

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

All Terms and Conditions
Accepted:



square
yards

Sanket Hajare

	Yearly CTC	Monthly CTC
CTC	250,000	20,832
Salary Components		
Basic	92,930	7,744
HRA	46,278	3,856
Statutory Benefits		
PF (Employer Part)	11,152	929
ESIC (Employer Part)	4,524	377
Performance Linked Allowances*		
Performance Linked Payout	95,116	7,926
Monthly Gross	234,324	19,526
PF (Employee Part)	11,152	929
ESIC (Employee Part)	1,044	87
P TAX	2,400	200
PA Cover	180	15
Net Pay	219,548	18,295

*Performance linked allowances are payable monthly subject to achievement of the performance criteria as defined by the management from time to time.

*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.


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





3rd June, 2021

Shubham Palande

Flat No 202, Swami Residency, Colony 1 Opposite To
JJ English Medium School, Ganesh Nagar, Bopkhel, Pune- 411031 India

Re: Employment Offer

Dear Shubham,

I am pleased to confirm our offer of employment with GlobeOp Financial Services Technologies (India) Private Limited ("GlobeOp") and look forward to have you joining our organisation. We believe you will have a challenging and rewarding career here at GlobeOp and look forward to your contributions to GlobeOp's further growth and success. Your position title will be **Associate**, reporting to your line manager. The office is located in **Mumbai**. Your detailed duties and responsibilities will be discussed with you subsequent to your joining GlobeOp.

Should you accept this offer, your employment will commence on **7th June, 2021**. The first three months will be treated as a probationary period.

Salary and Benefits

Your total Cost to the Company at the commencement of your employment with GlobeOp will be **INR 350000/- (Rupees Three Lakhs Fifty Thousand Only)** per annum subject to an annual review and an annual discretionary bonus, and will be paid on a monthly basis, in arrears, after statutory and tax deductions at source. This lump sum amount will be allocated between basic salary, allowances and contributions as per company policy, which will be issued in due course by our accounts department.

Should you accept this offer, your employment will commence on **7th June, 2021**. During probation period you will be provided training. On successful confirmation you will be bound to serve the Company for a minimum period of 6 months. If you resign/serve notice before completion of this 6-month period, you will be required to pay the Company an amount of **INR 30000 (Rupees Thirty Thousand Only)**, towards training investment incurred by the Company.

Orientation

On your joining you will be scheduled to participate in GlobeOp's employee orientation program.

Background Investigation

By signing this offer letter, you are verifying that the information you provided both verbally and on the resume/application form as well as on the Background Investigation, Information and Consent Form is complete and accurate. You understand that a false statement may disqualify you from employment or cause your subsequent discharge if you are employed by GlobeOp.

As an employee of GlobeOp it is likely that you will become knowledgeable about confidential and/or proprietary information relating to the operations, services and clients of the Company. Therefore, to protect the interest of all

GlobeOp Financial Services Technologies (India) Private Limited

Unit 3, 4th Floor Office Level, Building 5 & 6, Mindspace Business Parks Private Limited SEZ, Thane Belapur Road, Airoli, Navi Mumbai-400 708

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DIRECTOR

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





parties, **GlobeOp** requires all employees to sign the Employee Non-Disclosure and Non-Solicitation Agreement and to abide by this and the Company's other policies.

If you wish to accept this offer of employment please sign and return to me the enclosed copy of this letter, within the next ten days, after which this offer will lapse. Your full contract of employment with the Employee Non-Disclosure and Non-Solicitation Agreement will be issued in due course.

This offer is subject to satisfactory completion of your reference and background check prior to you're agreed upon start date. Please forward the details of two references to myself. On commencement of your employment you will be required to provide evidence of your successful completion of your degree by way of a copy of your degree certificate.

I very much look forward to you joining us and I hope that you will find your employment with us challenging and rewarding. I look forward to hearing from you soon.

If you have any queries regarding the above, please do not hesitate to contact me at +91 22 67539040

Kind regards,

For **GlobeOp Financial Services Technologies (India) Private Limited**


Pranali Mhatre
Director - Human Resources

I accept this offer of employment with **GlobeOp Financial Services Technologies (India) Private Limited** and agree to the terms and conditions outlined in this letter, subject to the contract of employment with the Employee Non-Disclosure and Non-Solicitation Agreement.

GlobeOp Financial Services Technologies (India) Private Limited

Unit 2, 5th Floor Office Level, Building 5 & 6, Mindspace Business Parks Private Limited SEZ, Thane Belapur Road, Airoli, Navi Mumbai 400 708

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DIRECTOR

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

18/09/2021

Ms. Sneha Tonge

Sub.: Employment Offer Letter

Dear Ms. Sneha,

In pursuance of your application followed by your interview, we are pleased to offer you the position of 'HR Administrator' with our client 'Fujitsu Consulting India Private Limited' at Pune on the mutually agreed terms and conditions.

The Salary structure is attached herewith as Annexure-A.

Please submit the following documents once you join:

- Educational Certificates
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer, if applicable
- Cancelled cheque of savings bank account (in case employee wants to retain the existing A/c)
- 4 Passport size photographs
- Copy of PAN Card
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card for verification

Your Date of Joining is 21/09/2021 & Please reply with your acceptance within 48 hours of the receipt of the offer.

Best Wishes,

For Persolkelly India Pvt. Ltd



(.....)
Authorized Signatory



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



PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

601 & 602, 6th Floor, INIZIO Towers,
Cardinal Gracius Road,
Village Chakola, Andheri East,
Mumbai, Maharashtra - 400099
T +91 22 6681 6900
persolkelly.co.in
(022) 6681 6900

Registered Office:
Sriam Samanthu Chambers, #3287,
12th Main, H.A.C. 2nd Stage,
Indiranagar, Bengaluru - 560038
T +91 80 6708 1600

Annexure-A

Particulars	Amt
Basic+DA	15500
HRA	4650
Conveyance	0
Medical Allowance	0
Other Allowance	737
Fixed Monthly Gross	20887
Statutory Bonus	1292
Insurance	186
Employer's Cont. To PF	1800
Employer's Cont. To PF admin charges	150
Employer's Cont. To Esic	679
LWF (Employer)	6
Monthly CTC	25000
Deductions	
Employee's Contb. To PF	1800
Employee's Contb. To Esic	157
P. Tax (Will vary based on State Rules)	200
Income Tax (Will Vary based on earnings and Savings)	As applicable
LWF	2
NET PAY	18728
Annual CTC	300000

For Persolkelly India Pvt. Ltd


(.....)
Authorized Signatory



DIRECTOR

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



PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

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Registered Office:
Sriram Samanthu Chambers, #3287,
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T +91 80 6706 1800

Worksite Chennai	ITA Technopark - Special Economic Zone, Upper Ground Floor of Block 2, No.33, Old Mahalingapuram Road, Nandanam Village and Panchayat, Thiruvananthapuram District, Chennai - 605 003, India
Worksite Coimbatore	Module F-2, 2nd Floor, Tamil Nadu Sahitya Akademi (TNAS), Civil Aerodrome Post, Coimbatore 641 014, India
Worksite Pune 1	Commercial, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Keshav Path, Gopesh to Airport Road, Vaseada, Pune - 411 008, India
Registered Office	808, Seddharth, 96, Malviya Place, New Delhi - 110 019, India

Date: March 2, 2022

Private & Confidential

Vijay Ankush Jarey

Bhagat Singh Nagar no 1, Siddhivinayak Society
Hanuman lane 17, Goregaon West Mumbai 400104,
Mumbai,
Maharashtra,
India - 400104

Document ID - bb53ccd3-62a6-4760-b229-4d3ab3beeeaa5

Dear Vijay ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Senior Analyst**. You are required to report on April 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune- Magarpatta City SEZ, Twr 7, Wing A&B.**
- Your annual compensation would be **Rs. 350000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of ITap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- sagardo@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

1

SIGNATURE OF EMPLOYEE:

L. Nimish

DIRECTOR

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



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229688

- Workfile Chennai** : ITA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Tirupurur Panchayat Union, Chengalpattu Taluk, Kanchi District, Chennai - 600 102, India
- Workfile Coimbatore** : Module 5.5, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Old Aerodrome Post, Coimbatore 641 014, India
- Workfile Pune 1** : Commercezone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vimanvati, Pune - 411 006, India
- Registered Office** : 808, Sakdhera, 1st, Nehru Place, New Delhi - 110 019, India

It is required, as per the Company Policies/ client requirement. The fitness testing (and accompanying results) will not lead to any subjective, discriminatory or unethical actions.

K. Nimbale

DIRECTOR

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



Worksite Chennai : ITA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahatma Gandhi Road, Newer Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchi District, Chennai - 600 105, India

Worksite Calicut : Module 1-3, 2nd Floor, Tidal Park Calicut Limited (TPCL), Old Aerodrome Post, Calicut 681 014, India

Worksite Pune : Cornerstone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarwat Ashoka Park, Opposite to Airport Road, Viman Nagar, Pune - 411 008, India

Registered Office : 805, Siddharth, 5th, Nehru Place, New Delhi - 110 019, India

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure A to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and affected from the first day of the subsequent quarter thereafter. **Probation period & Performance Appraisal / Compensation**

3

SIGNATURE OF EMPLOYEE:

K. Nimish
DIRECTOR

D. Y. Patil Institute of Master of Computer



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC219888

Workable Channel : PTA, Techzone - Special Economic Zone, Upper Ground Floor of Block 3, No 33, Old Mahabaleshwar Road, Mosker Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Karachipetnam Dist, Chennai - 605 102, India

Workable Colocation : Module-1-3, 2nd Floor, Tidel Park Colocation Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 016, India.

Workable Pune 1 : Commissioners, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sanjay Ashoka Path, Opposite to Airport Road, Vande, Pune - 411 006 India.

Registered Office : 806, Sakdhar, 96, Malvi Place, New Delhi - 110 016, India.

Review shall be deemed to be changed with the change in position / process / function.

- Your services during the period of probation shall be liable to be terminated giving **three months'** notice or **three months'** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **three months'** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with **State Street HCL Services (India) Private Limited**, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the **State Street HCL Services (India) Private Limited** employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy



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

HCL

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U12500DL2012PTC229688

Workable Chennai : ESR Technopark - Special Economic Zone, Upper Grand Floor of Block 7, No.79, Old Mahalingapuram Road, Madhav Village and Panchayat, Thiruppur Panchayat Union, Chengalpattu Taluk, Kanchi District, Chennai - 603 100, India

Workable Coimbatore : Module 5-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Chellamandram Post, Coimbatore-641 016, India

Workable Pune 1 : Commercial, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarvot Akasa Path, Opposite to Airport Road, Vandeod, Pune - 411 006, India

Registered Office : 305, Siddharth, SE, Nehru Place, New Delhi - 110 019, India.

- During your employment if the company identifies any negative instances/irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - cum - service agreement. You may also be required to furnish at least one surety

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SIGNATURE OF EMPLOYEE:


DIRECTOR

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



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC225698

Website Chennai : TPA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No. 33, Old Mahalingapuram Road, Nandur Village and Panchayati, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist. Chennai - 600 105, India
Website Calcutta : Module 5.3, 3rd Floor, Tatal Park Calcutta Limited (TPCL), GEM Aerodrome Road, Calcutta 700 016, India.
Website Pune 1 : Cornerzone, Unit #21, 4th Floor in Building 7, Survey No. 144 & 145, Sarvad Ashoka Park, Opposite to Airport Road, Vandeod, Pune - 411 008, India.
Registered Office : 808, Sakinaka, 86, Nehru Place, New Delhi - 110 019, India.

to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune(A008)**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7 days** or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 55 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.

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SIGNATURE OF EMPLOYEE:


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



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC229696

Worksite Chennai : ITA Technopark - Special Economic Zone, Upper Ground Floor of Block 1, No.23, Old Mahalingapuram Road, Nandanam Village and Panchayat, Thiruvananthapuram Union, Chengalpattu Taluk, Kanchipuram Dist. Chennai - 600 105, India
Worksite Coimbatore : Module 1-2, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commercial, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Gannet Aashada Path, Opposite to Airport Road, Vimanandi, Pune - 411 006, India.
Registered Office : 805, Galleherth, 95, Nehru Place, New Delhi - 110 019, India.

- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - o School leaving certificate / birth certificate
 - o Educational qualification certificate (from 10th std onwards) along with mark sheets
 - o Passport (The first 4 and the last 4 pages)
 - o Relieving letter or duly accepted resignation letter from your present and previous employers
 - o Salary certificate from your present and previous employers
- Please ensure to accept the Online offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

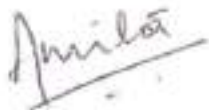
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Amrita Das
Senior Vice President
Head-Global Rewards



DIRECTOR

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



7

SIGNATURE OF EMPLOYEE:

HCL

18/09/2021

Ms. Sneha Tonge

Sub.: Employment Offer Letter

Dear Ms. Sneha,

In pursuance of your application followed by your interview, we are pleased to offer you the position of '**HR Administrator**' with our client '**Fujitsu Consulting India Private Limited**' at **Pune** on the mutually agreed terms and conditions.

The Salary structure is attached herewith as Annexure-A.

Please submit the following documents once you join:

- Educational Certificates
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer, if applicable
- Cancelled cheque of savings bank account (in case employee wants to retain the existing A/c)
- 4 Passport size photographs
- Copy of PAN Card
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card for verification

Your Date of Joining is 21/09/2021 & Please reply with your acceptance within 48 hours of the receipt of the offer

Best Wishes,

For Persolkelly India Pvt. Ltd



(.....)
Authorized Signatory


DIRECTOR

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



Annexure-A

Particulars	Amnt
Basic+DA	15500
HRA	4650
Conveyance	0
Medical Allowance	0
Other Allowance	737
Fixed Monthly Gross	20887
Statutory Bonus	1292
Insurance	186
Employer's Cont. To PF	1800
Employer's Cont. To PF admin charges	150
Employer's Cont. To Esic	679
LWF (Employer)	6
Monthly CTC	25000
Deductions	
Employee's Contb. To PF	1800
Employee's Contb. To Esic	157
P. Tax (Will vary based on State Rules)	200
Income Tax (Will Vary based on earnings and Savings)	As applicable
LWF	2
NET PAY	18728
Annual CTC	300000

For Persolkelly India Pvt. Ltd



(.....)
Authorized Signatory



DIRECTOR

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



PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

601 & 602, 6th Floor, INZIO Towers,
Cardinal Gracias Road,
Village Chakala, Andheri East,
Mumbai, Maharashtra - 400099
T +91 22 6891 6909
persolkelly.co.in
PIN: 133006426111111111

Registered Office:
Sriam Samanthu Chambers, #1287,
12th Main, HAL 2nd Stage,
Indiranagar, Bengaluru - 560038
T +91 80 6708 1800

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruvananthapuram Union, Chengalpattur Taluk, Kanchipuram District, Chennai - 603 103, India
Worksite Coimbatore : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Road, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Viman Nagar - 411 006, India.
Registered Office : 806, Sakherthi, 9A, Nehru Place, New Delhi - 110 019, India.

Date: March 2, 2022

Private & Confidential

Vijay Ankush Jarey

Bhagat Singh Nagar no 1, Siddhivinayak Society
Hanuman lane 17, Goregaon West Mumbai 400104,
Mumbai,
Maharashtra,
India - 400104

Document ID - bb53ccd3-62a6-4760-b229-4d3ab3beeeaa5

Dear Vijay ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Senior Analyst**. You are required to report on April 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7, Wing A&B.**
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- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- sagardo@hcl.com , failing which the offer will stand null and void.
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1

SIGNATURE OF EMPLOYEE:

DIRECTOR

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



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229690

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpattu Taluk, Kancheepuram District, Chennai - 603 103, India

Worksite Coimbatore : Module 4-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 6 - 1 014, India.

Worksite Pune 1 : Commercial, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vandebe, Pune - 411 006, India.

Registered Office : 808, Sioharth, 98, Nehru Place, New Delhi - 110 019, India.

it is required, as per the Company Policies/ client requirement. The fitness testing (and accompanying results) will not lead to any subjective , discriminatory or unethical actions.



DIRECTOR

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



Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kancheepuram Dist. Chennai - 600 103, India

Worksite Coimbatore : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore - 641 014, India.

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Registered Office : 806, Siddharth, 96, Nehru Place, N. C. Delhi - 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure A to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
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- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer of employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and affected from the first day of the subsequent quarter thereafter. **Probation period & Performance Appraisal / Compensation**



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229688

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Noida Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai - 600 103, India

Worksite Coimbatore : Module 9-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 611 014, India.

Worksite Pune 1 : Commercezone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 146, Santral Ashoka Path, Opposite to Airport Road, Vandeas, Pune - 411 006, India.

Registered Office : 808, Siddharth, 96, Naina Place, New Delhi - 110 019, India.

Review shall be deemed to be changed with the change in position / process / function.

- Your services during the period of probation shall be liable to be terminated giving **three months'** notice or **three months'** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **three months'** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with **State Street HCL Services (India) Private Limited**, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the **State Street HCL Services (India) Private Limited** employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy



K. Nimbale
DIRECTOR

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

HCL

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC229688

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpattu Taluk, Karthikapuram 1 st, Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Cornerstone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vandeodra, Pune - 411 006, India.

Registered Office : 808, Stokhart, 96, Nehru Place, New Delhi - 110 019, India.

- During your employment if the company identifies any negative instances/irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - cum - service agreement. You may also be required to furnish at least one surety

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SIGNATURE OF EMPLOYEE:



K. Nimmo
DIRECTOR

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

Worksite Chennai	: ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram District, Chennai - 603 103, India
Worksite Coimbatore	: Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore-641 014, India.
Worksite Pune 1	: Cornerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Velwade, Pune - 411 008, India.
Registered Office	: 806, Seelachar, 96, Nalanda Place, New Delhi - 110 019, India.

to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune(A008)**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 55 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill health as certified by the medical officer nominated by the Company.



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SIGNATURE OF EMPLOYEE:

DIRECTOR

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

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC229898

Worksite Chennai : EDA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabaleswaram Road, Navalur Village and Panchayat, Tiruppur Panchayat Union, Chengalpet Taluk, Karohesuram Dist, Chennai - 600 103, India
Worksite Coimbatore : Module 4-5, 2nd Floor, Tidel Park Cit Initiators Limited (TPCL), Civil Aerodrome Road, Coimbatore 641 014, India.
Worksite Pune 1 : Commerce Zone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarinai Ashoka Path, Opposite to Airport Road, Velhvide, Pune - 411 006, India.
Registered Office : 805, Siddharth, W, Nehru Place, Nr. V. Colli - 110 019, India.

- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - o School leaving certificate / birth certificate
 - o Educational qualification certificate (from 10th std onward) along with mark sheets
 - o Passport (The first 4 and the last 4 pages)
 - o Relieving letter or duly accepted resignation letter from your present and previous employers
 - o Salary certificate from your present and previous employers
- Please ensure to accept the Online offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.


Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Amrita Das
Senior Vice President
Head-Global Rewards


DIRECTOR

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



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SIGNATURE OF EMPLOYEE:

HCL

Worksite Chennai	: ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpattu Taluk, Kanchipuram District, Chennai - 603 103, India
Worksite Coimbatore	: Module 4-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commeczone, Unit 401, 4th Floor (Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vande, Pune - 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

DECLARATION

I, Vijay Ankush Jarey, hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCL will lead to termination of employment.

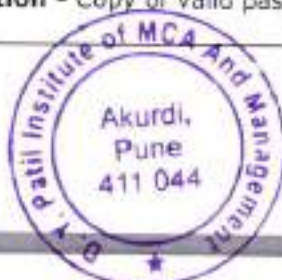
In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, State street HCL Services (India) Private Limited has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required



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SIGNATURE OF EMPLOYEE

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

Worksite Chennai	: ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kancheepuram District, Chennai - 600 103, India
Worksite Coimbatore	: Module 4-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Chit Aerodrome Road, Coimbatore - 41 014, India
Worksite Pune 1	: Commerce, Unit 401, 4th Floor, Building 7, Survey No. 144 & 145, Sarmit Ashoka Path, Opposite to Airport Road, Werasdi, Pune - 411 006, India
Registered Office	: 806, Siddharth, 56, Nehru Place, New Delhi - 110 019, India

Additional documents (To be submitted on request)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport - Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL or boarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.



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SIGNATURE OF EMPLOYEE:

DIRECTOR

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

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : IITA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabodipuram Road, Newer Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kancheepuram Dist. Chennai - 600 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 411 014, India.
Worksite Pune 1 : Camerzone, Unit 401, 4th Floor (B) Building 7, Survey No. 144 & 145, Samrat Ashi - Va Path, Opposite to Airport Road, Venerdi, Pune - 411 006, India.
Registered Office : 808, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are 0900 to 1830 IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following.

S. No	Location	Address
1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower - 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Sholinganallur Village, Sholinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore - 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor, Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor - Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilандаhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.



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SIGNATURE OF EMPLOYEE:

DIRECTOR

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

Worksite Chennai	: ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kancheepuram District, Chennai - 600 103, India
Worksite Coimbatore	: Module 4-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India
Worksite Pune 1	: Commercezone, Unit 401, 4th Floor, Building 7, Survey No. 144 & 145, Baner Ashoka Park, Opposite to Airport Road, Viman Nagar, Pune - 411 006, India
Registered Office	: 808, Siddharth, 56, Nehru Place, New Delhi - 110 019, India

Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

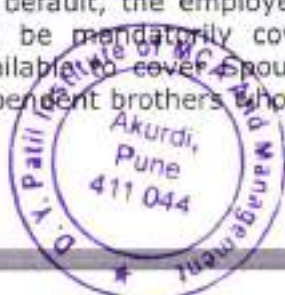
Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters



Worksite Chennai	ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 5, No.33, Old Mahaballipuram Road, Navalar Village and Panchayat, Thiruppur Panchayat Union, Chengalpattu Taluk, Kancheepuram District, Chennai - 600 103, India
Worksite Coimbatore	Module 1-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	Commerzzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Road, Opposite to Airport Road, Vengalwad, Pune - 411 006, India.
Registered Office	808, Secdham, 96, Nehru Place, New Delhi - 110 019, India.

(unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.

- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

• Coverage under ESI:

Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

Gratuity

As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.



K. N. Nandoo
DIRECTOR

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

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpatt Taluk, Kanchipuram-768, Chennai - 600 105, India
Worksite Coimbatore : Module 1-1, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore - 411 014, India.
Worksite Pune 1 : Cammerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarwat Ashik Patil, Opposite to Airport Road, Vastreda, Pune-411 006, India.
Registered Office : 806, Siddharth, 96, Nelson Place, New Delhi - 110 019, India.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting in aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.




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

24 May, 2021

Dear Vishnu Pillai,

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. Breakup of your compensation package is provided herewith. Your gross emoluments will be **Rs. 3,50,000** per annum (CTC).

Details with regards to your date of joining will be communicated to you. You are expected to join on **24th May 2021** without any delay unless otherwise agreed to in writing or else the offer will be null and void. You will be drawing a stipend of **10,000 per month** as a retainer, until the submission of your course completion certificate or marksheets to us. You will be issued a detailed appointment letter on your joining us.

ANNEXURE: COMPENSATION STRUCTURE

	Per Month	Per Annum
General components		
Basic	Rs. 10208	Rs. 122500
House Rent Allowance	Rs. 5104	Rs. 61250
Special Allowance	Rs. 11146	Rs. 133758
Total Gross Salary	Rs. 26458	Rs. 317508
Employer Contributions		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 491	Rs. 5892
Total Employer Contribution	Rs. 2291	Rs. 27492
Annually		
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

*Gratuity is payable to employee on completion of 5 years service as per Payment of Gratuity Act, 1972

**Paid annually by July every year

***Excludes statutory taxes; Includes standard deductions applicable; Includes food coupons where applicable


DIRECTOR

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

You are asked to report for duty at the following address:

Neeeyamo Enterprise Solutions Pvt. Ltd.
1st floor, IT- 5 building,
M/S Flagship Infrastructure Pvt Ltd, SEZ, Survey no. 154/6,
Rajiv Gandhi InfoTech Park,
Hinjewadi, Phase 1, Pune - 411057

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

Warm Regards
For Neeeyamo Enterprise Solutions Pvt. Ltd.



Rupinder Kaur
Associate Director, Human Capital Management

Annexure

Provided below is the list of original documents & photocopies required on the day of joining:-

1. Resume
2. PAN card*
3. Aadhaar card*
4. Address proof (voters ID/ driving licence)*
5. 4 passport-sized photographs in white background*
6. Class X Mark Sheet & Certificate*
7. Class XII Mark Sheet & Certificate*
8. UG, PG, Other: Mark Sheets & Certificates*
9. Professional Qualification: Certificate
10. Passport copy
11. Recent VISA (for NRI employee only).



DIRECTOR

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

*Mandatory documents to be submitted on the day of joining.



K. Nimish
DIRECTOR

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

REF/BSPL/OFF/2022/040

Date: 28th September 2022

To,
Mr. Sagar Ankush Holkar
At Post-Sadgaon,
Tal. Shirur, Dist. Pune.
412211

Sub:- Offer Letter

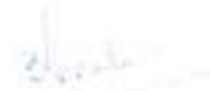
Dear Sagar,

The Management is pleased to communicate to you that this offer letter is issued to you as a testimony that you have been selected in our organization on the terms and conditions mutually discussed and agreed upon at the time of the interview.

As per our discussion, you are requested to join on or before **10th October 2022**. On your resuming duty, your detailed appointment letter will be issued.

Congratulations! And Welcome To the Bizsol Family.

For Bizsolindia Services Pvt.Ltd.



Authorised Signatory



DIRECTOR

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



Bizsolindia Services Pvt. Ltd.

REGISTERED / CORPORATE OFFICE:
14 to 17, Suyash Commercial Mall, Survey No. 74 & 75,
Above Union Bank, Baner, Pune - 411 045
Tel : +91-20-40762000 / 01
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